



## **AGENDA STATE BOARD OF EDUCATION**

January 15, 2008

Arkansas Department of Education

State Education Building

9:00 AM

**Chair's Report – Diane Tatum**

**Commissioner's Report – Dr. T. Kenneth James**

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### **Reports**

#### **Report-1 Update of the Arkansas Department of Education Annual Improvement Gains Model**

*This report and discussion is based on the proposed policy document: Annual Improvement Gains Model: Initial Design Considerations. State law calls for the development and implementation of a school rating system that is based on "annual performance and improvement designations." The intention of Act 35 is to promote student learning at all levels so that "all students have an opportunity to demonstrate increased learning" and "meet the expected academic standards." The Act 35 Annual Rating System was designed for the purpose of improving student achievement through school accountability and recognition. Act 35, §6-15-1901 (c), requires that each school be classified into "two (2) category levels" as follows:*

- (1) "Category One" for the "school's improvement gains" tracked longitudinally using value-added calculation known as the annual improvement category level and*
- (2) "Category Two" based on "performance from the prior year" referred to as the annual performance category (or "status").*

*During the discussion, Category One of the annual rating system as prescribed by Act 35 will be described.*

*The annual improvement category for rating schools will report each school's improvement gains by tracking student's longitudinal achievement gains on the state's augmented criterion-referenced tests. The base year for the growth model is school year 2006-2007. The first reports will be available in the fall of 2008.*

**Presenter:** Dr. Charity Fleming Smith, Assistant Commissioner

### **Consent Agenda**

#### **C-1 Minutes - December 10, 2007**

**Presenter:** Diane Tatum

#### **C-2 Newly Employed, Promotions, and Separations**

*The applicant data from this information is used to compile the Applicant Flow Chart forms for the Affirmative Action*

Report, which demonstrates the composition of applicants through the selecting, hiring, promoting and terminating process.

**Presenter:** Ms. Beverly Williams Ms. Clemetta Hood

**C-3      Commitment to Principles of Desegregation Settlement Agreement: Report on the Execution of the Implementation Plan**

*By the Court Order of December 1, 1993, the Department of Education is required to file a monthly Project Management Tool (PMT) to the court and the parties to assure its commitment to the Desegregation Plan. This report describes the progress the ADE has made since March 15, 1994, in complying with the provisions of the Implementation Plan (Plan) and itemizes the ADE's progress against the timelines presented in the Plan. The January report summarizes the PMT for December.*

**Presenter:** Dr. Charity Smith/Willie Morris

**C-4      Reports on Waivers to School Districts for Teachers Teaching Out of Area for Longer than Thirty (30) Consecutive Days, Act 1623 of 2001**

*Act 1623 of 2001 requires local school districts to secure a waiver when classrooms are staffed with unlicensed teachers for longer than 30 days. Waiver requests were received from 50 school districts covering a total of 187 positions. None of these requests were from a district in academic distress. These requests have been reviewed, either approved or denied by Department Staff and are consistent with program guidelines.*

**Presenter:** Beverly Williams, Assistant Commissioner for HR/Licensure

**Action Agenda**

**A-1      Continuation of the Hearing of Open Enrollment Charter School Application: Covenant Keepers College Preparatory Charter School - Little Rock**

*On December 10, 2007, the State Board of Education conducted a hearing and reviewed the application for Covenant Keepers College Preparatory Charter School - Little Rock. The Board held dialogue with the applicant regarding clarification of the information presented. Following discussion, the State Board asked for additional information regarding Covenant Keepers College Preparatory Charter School and tabled action until the January 15, 2008, meeting.*

**Presenter:** Dr. Mary Ann D. Brown and Dr. Valerie Tatum

**A-2      Progress Report on the Status of Districts Classified in Fiscal Distress for 2007-2008**

*For the 2007-2008 school year, eight districts were classified by the State Board as being in Fiscal Distress. During the 2007-2008 school year, Department staff conducted on-site visits, reviewed district financial improvement plans and financial reports, and worked with Fiscal Distress districts on issues specific to the individual districts. Currently the eight districts in Fiscal Distress are Bald Knob, Bismarck, Clinton, Helena/West Helena, Hughes, Midland, Omaha, and Turrell.*

*Recommendations:*

*The Department is requesting that the State Board accept this report in compliance with A.C.A. 6-20-1908(g), which requires the Department to submit a report every six months.*

**Presenter:** Dr. Bobbie Davis

**A-3      Consideration for Public Comment: Rules Governing the Requirement of a**

## **Criminal Background Check for the Employment of Personnel in School Districts**

*Act 1573 of 2007, enacted by the 86th General Assembly, necessitates an amendment of the Rule Governing the Requirement of a Criminal Background Check for the Employment of Personnel in School Districts. In response to the act, the Department has promulgated the attached rules.*

**Presenter:** Scott Smith

### **A-4 Consideration for Public Comment: Proposed Rules Governing Criminal Background Checks for Substitute Teachers**

*House Bill 2380 was enacted into law by the 86<sup>th</sup> General Assembly (Act 823) and became effective on July 31, 2007. Act 823 amends Ark. Code Ann. § 6-17-414(b), concerning criminal background checks for non-certified public school personnel, to require that persons providing services as a substitute teacher fall under § 6-17-414's criminal background check requirements.*

*The Department has received numerous questions concerning the interplay of Act 823, the portion of Act 1573 of 2007 amending § 6-17-414 and Ark. Code Ann. § 6-17-416 (concerning criminal records checks of employees of more than one (1) school district).*

*The Department has promulgated the attached rules to address the above questions and concerns.*

**Presenter:** Scott Smith

### **A-5 Hearing on Revocation of Certified Teacher's License: Deanna Bobo**

*Ms. Bobo currently holds a standard five-year license valid until December 31, 2008. On September 29, 2006, Ms. Bobo was found guilty of Sexual Assault in the First Degree, a class A Felony. Pursuant to Ark. Code Ann. § 6-17-410(c)(9), the State Board shall revoke any existing license not up for renewal of any person who has been found guilty of sexual assault in the first degree. Ms. Bobo was notified of the recommendation for revocation of her certified teacher's license on December 3, 2007, and again on December 13, 2007, and of her right to a hearing before the State Board on January 15, 2008. Ms. Bobo was formerly employed by the Greenwood School District as a special education teacher.*

**Presenter:** Scott Smith/Courtney Salas-Ford

### **A-6 Hearing on Revocation of Certified Teacher's License - Jeremy Claude Lewis**

*Mr. Lewis currently holds a standard five-year license valid until December 31, 2011. On November 14, 2007, Mr. Lewis pleaded guilty to the charge of Internet Stalking of a Child, a Class C Felony. Pursuant to Ark. Code Ann. § 6-17-410(c)(34), the State Board shall revoke any existing license not up for renewal of any person who has pleaded guilty to a felony involving sexual mistreatment against a child. Mr. Lewis was notified of the recommendation for revocation of his certified teacher's license on December 5, 2007, and again on December 17, 2007, and of his right to a hearing before the State Board on January 15, 2008. Mr. Lewis was formerly employed by the Pulaski County Special School District as an elementary music teacher.*

**Presenter:** Scott Smith/Courtney Salas-Ford

### **A-7 Hearing on Waiver Request for Certified Teacher's License: Jack Bailey**

*Mr. Bailey was convicted of Public Sexual Indecency on November 3, 1999. This is a disqualifying offense for a certified teacher's license pursuant to Ark. Code Ann. § 6-17-410(c)(23). On July 17, 2007, Mr. Bailey was notified of the denial of his application for renewal of his certified teacher's license. On August 24, 2007, Mr. Bailey submitted a request for a waiver pursuant to Ark. Code Ann. § 6-17-410(d).*

**Presenter:** *Scott Smith/Courtney Salas-Ford*

Minutes  
State Board of Education  
Monday, December 10, 2007

The State Board of Education met in the Garden View Room at the Clinton Presidential Library on Monday, December 10, 2007. Diane Tatum, Chairman, called the meeting to order at 1:00 p.m.

The following Board members were present: Diane Tatum, Chair; Randy Lawson, Vice-Chair; Sherry Burrow; Jim Cooper; Brenda Gullett; Dr. Tim Knight; Dr. Ben Mays; MaryJane Rebick; and Dr. Naccaman Williams. Non-voting member, Justin Minkel, also attended.

No members were absent.

**Chair's Report**

Ms. Tatum reported that she spoke at an informational meeting for aspiring superintendents held at the Arkansas River Educational Cooperative in Pine Bluff and she also attended the Governor's Press Conference announcing the 2008 Arkansas Teacher of the Year.

Ms. Rebick reported attending a Project EAST session held at the Clinton Library where students presented documentary films promoting the Smart Core Curriculum. She also attended the Bessie Moore Council on Economic Education luncheon.

**Commissioner's Report**

Dr. James reported the following:

- Mr. Paul Gray, high school social studies teacher at Russellville High School, was named Arkansas Teacher of the Year.
- A visit to Beebe High School to observe a class in Mandarin Chinese delivered by distance learning.
- A presentation to a conference for education journalist held in Houston, TX. He stated that he took the opportunity to relate the many good things happening in our state.

**Consent Agenda**

Dr. Williams moved to approve the Consent Agenda as presented. Ms. Burrow seconded the motion. The Consent Agenda was adopted unanimously.

- Minutes from November 5 and November 6, 2007
- Adoption of Meeting Dates Arkansas State Board of Education January 2008-December 2008
- Commitment to Principles of Desegregation Settlement Agreement: Report on the Execution of the Implementation Plan

- Newly Employed, Promotions and Separations
- Review of Loan and Bond Applications
- Reports on Waivers to School Districts for Teachers Teaching Out of Area for Longer than Thirty (30) Consecutive Days, Act 1623 of 2001
- Request for Approval of Stipulated Agreement – Angela Charmagne Leger
- Consideration for Approval of QZAB Allocation Applications

### **Action Agenda**

#### **Request for Approval of 2007-2008 Arkansas Better Chance Grants – Round 5**

Jamie Morrison was recognized to present this item. Ms. Morrison stated that additional proposals were received, evaluated by staff and deemed approvable.

Mr. Lawson moved approval as presented. Ms. Gullett seconded the motion. The motion was adopted unanimously.

#### **Consideration for Adoption Revisions to the Foreign Language Curriculum Framework**

Dr. Gayle Potter was recognized to present this item. Dr. Potter noted that this framework was expanded and included a number of languages, which were previously not in the foreign language framework. She stated that other languages, such as Arabic, could be added in the future, but currently there are no instructional resources for such languages.

Ms. Gullett asked about Non-Traditional Licensure for native speakers who might be teaching some of these courses in the high schools. Beverly Williams responded that the Non-Traditional Licensure policies have been revised to accommodate issues such as this.

Ms. Tatum asked when the revisions would become effective. Dr. Potter stated that upon adoption, the new frameworks will be posted on the ADE Website immediately with the intent that the new framework will be used in schools beginning in the fall 2008.

Ms. Gullett moved to adopt the foreign language framework as presented. Mr. Cooper seconded the motion. The motion was adopted unanimously.

#### **Consideration for Adoption Library Media Framework**

Dr. Gayle Potter was recognized to present this item. Dr. Potter stated that the Library Media Framework is a new framework and that adoption of this as an area of study is consistent with trends in other states. She did state that her office had received feedback from one school inquiring about student learning expectations at Grades 5 and 6 asking students to be reflective about their work and research that they may have initiated. Dr. Potter indicated that to pull these

student expectations from Grades 5 and 6 would leave a gap in the framework in that there are similar expectations at other grade levels.

Ms. Burrow moved approval as presented. Dr. Williams seconded the motion. The motion was adopted unanimously.

**Consideration for Final Approval: Arkansas Department of Education Rule Governing the Monitoring of Arkansas Comprehensive School Improvement Plans (ACSIP)**

Dr. Alice Barnes Rose was recognized to present this item. Dr. Barnes Rose stated that these rules have been in the revision process for some time and the most recent revisions are based on Board suggestions. Dr. Barnes Rose requested that two additional changes be made: in Section 5.02.4 add "instructional facilitator" as an eligible participant and in Section 7.04 delete "district and."

Dr. Mays moved final approval of this rule with the changes suggested by Dr. Barnes Rose. Dr. Knight seconded the motion. The motion was adopted unanimously.

(A complete transcript of the following items was recorded by a court reporter and can be accessed from the State Board Office in the Arkansas Department of Education.)

**Status Report Bald Knob School District**

Dr. Bobbie Davis was recognized to present this report. Dr. Davis summarized data presented in the Agenda materials indicating that the Bald Knob School District is currently operating within available revenue, indicated that the patrons in the District passed a sales tax, which will be dedicated to operation of the school. Additionally, she recognized Mr. James Staggs, interim superintendent, who reported that all of the short-term debt obligations had been met in full. Dr. Davis also noted that based on current projections, the District should have an operating balance of \$56,000 before any sales tax revenue and other state funds are received. She also projected an operating balance of \$450,000 at the end of the 2008-2009 school year.

Ms. Rebick expresses hope that some of the cuts in teacher benefits could be reinstated once financial balances are stable. Mr. Staggs supported that idea.

Dr. Mays advanced questions regarding the construction costs of gym facilities as part of the overall high school campus. He asked if the athletic facility had not been built, would the school have been in fiscal distress. Dr. Davis noted that

that was four years ago and there was no way to make such determinations at this time. Mr. Cooper asked for a point of order noting that this line of questioning did not contribute to the Agenda and to the issue of the status report of the District at this time. Ms. Gullett also stated that this line of questioning was not justified at this time. Dr. Mays contended that too often districts are spending money on athletics and athletic facilities that are not essential or not required for the academic program.

Mr. Lawson moved to accept the report. Dr. Knight seconded the motion. The motion was adopted unanimously.

Dr. James stated the status of the Bald Knob School District:

- The Bald Knob School District will continue to operate under State oversight with the local leadership of interim superintendent James Staggs.
- The District will continue to be classified in fiscal distress.
- The Board will be provided updates as necessary, but at least by the end of the fiscal year.

### **Continuation of the Hearing of Open Enrollment Charter School Application: Covenant Keepers College Preparatory Charter School**

Dr. Mary Ann Brown was recognized to introduce this item. Dr. Brown summarized points from the previous Board discussion and identified issues yet to be resolved. Dr. Valerie Tatum was present to respond to Board members' questions.

The issue of property ownership and the availability of the property for purchase remained unresolved. Real estate agent, Rolland Christianis, presented documentation of work to clear legal issues related to the sale of the property. He stated that some of the parties lived out of state and had not responded to documents sent for signature.

Ms. Gullett observing that too many of the actions are not transparent, moved to deny the charter application. The motion failed for lack of a second.

Ms. Rebick moved to table further consideration due to lack of progress with obtaining necessary signatures to establish ownership of property. Dr. Knight seconded the motion. The motion passed on a roll-call vote with a vote 6 yes and 2 no (Cooper and Gullett voted no.)

The following documentation was identified as essential prior to further consideration at the January 2008, Board meeting.



- Tentative real estate agreement documenting agreement to sell the property,
- Letter of Credit from lending institution that assures financing should sale be completed,
- Written proof of appropriate zoning from City of Little Rock,
- Agreement for lease of buildings,
- Summary of plumbing and electrical costs to erect facilities on school site.

**Continuation of the Hearing of Open Enrollment Charter School Applications:**

**e-STEM Elementary Pubic Charter School**  
**e-STEM Middle Public Charter School**  
**e-STEM High Public Charter School**

Scott Smith summarized the previous discussion regarding these applications and restated that the parties had agreed to consider the three applications as one entity.

Dr. Roy Brooks, consultant to the e-STEM applications, and projected administrator of the schools was introduced to provide the updated information and to respond to Board member questions.

Discussion focused on the responsibility of the owner of the building for structural maintenance during the period of the lease.

Dr. Mays moved to table until the January meeting to get additional clarification on the lease agreement. Ms. Rebick seconded the motion. The motion failed on a voice vote 1 yes 7 no (Mays voted no.)

Ms. Gullett moved to approve the e-STEM Elementary, e-STEM Middle and e-STEM High open enrollment charter schools for five years. Mr. Lawson seconded the motion. The motion was adopted unanimously.

The Board recommended that the charter developers seek to establish participation of agencies dealing with economic development and representatives from the Arkansas Science and Technology Authority.

Dr. Williams moved adjournment. Dr. Knight seconded the motion. The motion was adopted unanimously.

The meeting adjourned at 3:05 p.m.

These Minutes were recorded and reported by Dr. Charles D. Watson.

**NEWLY EMPLOYED FOR THE PERIOD OF December 1, 2007 – December 31, 2007**

No new hires for this period.

**PROMOTIONS/ LATERAL TRANSFERS FOR THE PERIOD OF December 1, 2007 – December 31, 2007**

Barbara Culpepper – from Public School Program Advisor, Grade 21, Division of Human Resources/Licensure, Teacher Quality, to Education Coordinator, Grade 23, Division of Human Resources/Licensure, Teacher Quality, effective 12/07/07.

Charles Elliott – from Public School Program Advisor, Grade 21, Arkansas Public School Computer Network (APSCN), to Technical Assistance Manager, Grade 24, Arkansas Public School Computer Network (APSCN), effective 12/17/07.

Melissa Jacks – from Public School Administrative Advisor, Grade 21, Division of Human Resources/Licensure, Professional Licensure, to Program Support Manager, Grade 22, Division of Human Resources/Licensure, Professional License, effective 12/26/07.

\*Natasha Simpson – from Secretary II, Grade 13, Division of Learning Services, School Improvement/ ACSIP, to Administrative Assistant II, Grade 17, Division of Learning Services, Curriculum, Assessment and Research, effective 12/31/07.

**SEPARATIONS FOR THE PERIOD OF December 1, 2007 – December 31, 2007**

Pat Brandt – Program Support Manager, Grade 22, Division of Human Resources, Professional Licensure, effective 12/21/07. 17 Years, 2 Months, 21 Days. Code: Retirement

Bradley Jackson – Evidence Clerk, Grade 11, Central Administration, Legal Services, effective 12/12/07. 0 Years, 0 Months, 23 Days. Code: 01

Timothy Mason – School Bus Transportation Inspector, Grade 18, Division Public School Academic Facilities and Transportation (DPSAFT), effective 11/21/07. 1 Year, 9 Months, 17 Days. Code: 01

Roy Pearson – Public School Program Advisor, Grade 21, Arkansas Public School Computer Network (APSCN), effective 12/31/07. 9 Years, 6 Months, 27 Days. Code: 01

\*Minority

**AASIS Code:**

Retirement  
Voluntary – 01

**ADE'S PROJECT MANAGEMENT TOOL EXECUTIVE SUMMARY  
DECEMBER 31, 2007**

This document summarizes the progress that ADE has made in complying with the provisions of the Implementation Plan during the month of December 2007.

<b>IMPLEMENTATION PHASE ACTIVITY</b>	<b>PMT EXECUTIVE SUMMARY AS OF DECEMBER 31, 2007</b>
<b><i>I. Financial Obligation</i></b>	<p>As of November 30, 2007, State Foundation Funding payments paid for FY 07/08 totaled \$24,131,831 to LRSD, \$12,975,336 to NLRSD, and \$19,791,032 to PCSSD. The Magnet Operational Charge paid as of November 30, 2007, was \$5,577,986. The allotment for FY 07/08 was \$15,339,457. M-to-M incentive distributions for FY 07/08 as of November 30, 2007, were \$1,337,307 to LRSD, \$1,298,811 to NLRSD, and \$3,316,932 to PCSSD. In September 2007, General Finance made the first one-third payment to the Districts for their FY 07/08 transportation budget. As of September 30, 2007, transportation payments for FY 07/08 totaled \$1,401,197 to LRSD, \$409,917 to NLRSD, and \$1,127,985 to PCSSD. In July 2007, 16 new Magnet and M-to-M buses were delivered to the districts in Pulaski County. Finance paid Central States Bus Sales \$1,036,115. In July 2007, Finance paid the Magnet Review Committee \$92,500. This was the total amount due for FY 07/08. In July 2007, Finance paid the Office of Desegregation Monitoring \$200,000. This was the total amount due for FY 07/08.</p>
<b><i>II. Monitoring Compensatory Education</i></b>	<p>On October 11, 2007, the ADE Implementation Phase Working Group met to review the Implementation Phase activities for the previous quarter. Mr. Willie Morris, ADE Lead Planner for Desegregation, updated the group on all relevant desegregation issues. He handed out news articles about the LRSD being declared unitary and the Joshua intervenors filing a notice of appeal to the 8<sup>th</sup> Circuit Court. The LRSD and the Joshua intervenors have asked that the appeal be put on hold while they pursue a mediated settlement. Mr. Scott Richardson from the Attorney General's Office said that the LRSD had until October 31 to respond to the appeal filed by the Joshua intervenors. He said that the NLRSD was trying to get total unitary status and the PCSSD was working on getting unitary status in their student assignment. The next Implementation Phase Working Group Meeting is scheduled for January 10, 2008 at 1:30 p.m. in room 201-A at the ADE.</p>

IMPLEMENTATION PHASE ACTIVITY	PMT EXECUTIVE SUMMARY AS OF DECEMBER 31, 2007
<i>III. A Petition for Election for LRSD will be Supported Should a Millage be Required</i>	Ongoing. All court pleadings are monitored monthly.
<i>IV. Repeal Statutes and Regulations that Impede Desegregation</i>	In July 2007, the ADE sent letters to the school districts in Pulaski County asking if there were any new laws or regulations that may impede desegregation. The districts were asked to review laws passed during the 86 <sup>th</sup> Legislative Session, and any new ADE rules or regulations.
<i>V. Commitment to Principles</i>	On December 10, 2007, the Arkansas State Board of Education reviewed and approved the PMT and its executive summary for the month of November.
<i>VI. Remediation</i>	On February 9, 2007, ADE staff provided District Test Coordinator Training at the School for the Blind Auditorium in Little Rock. Two staff members from the LRSD and three staff members from the PCSSD attended.
<i>VII. Test Validation</i>	On February 12, 2001, the ADE Director provided the State Board of Education with a special update on desegregation activities.
<i>VIII. In-Service Training</i>	A Tri-District Staff Development Committee meeting was held on September 4, 2007. Staff from PCSSD, NLRSD, LRSD, AETN and the ADE attended. Mickey Kamer from AETN discussed the IDEAS professional development portal. Teachers can get on the internet at <a href="http://www.aetn.org/education">www.aetn.org/education</a> and click on the IDEAS icon. They can register online and set up a free account. Teachers can take a pretest and use the prescriptive pathway to complete the lessons that they need, or they can use the learning pathway to complete all of the lessons in a course. Teachers take a post-test after the last lesson. If the teacher achieves 80% mastery on the post-test, they can receive certification. The superintendent of their school approves the professional development hours for the course taken. A teacher can only get credit for taking a course one time. The IDEAS Education Portal has 4000 accounts available for Arkansas teachers.

IMPLEMENTATION PHASE ACTIVITY	PMT EXECUTIVE SUMMARY AS OF DECEMBER 31, 2007																																																																																																																																												
<i>IX. Recruitment of Minority Teachers</i>	<p>In October 2007, the ADE Office of Professional Licensure sent a request to the three Pulaski County school districts asking for a list of teacher shortage areas.</p> <p>During the month of October 2007, the ADE Office of Professional Licensure contacted all institutions of higher education with teacher education programs requesting a listing of minority graduates for the Fall of 2007.</p> <p>In October 2007, the ADE Professional Licensure Unit contacted all Pulaski County school districts asking for a statement evaluating the effectiveness of ADE minority recruitment assistance.</p>																																																																																																																																												
<i>X. Financial Assistance to Minority Teacher Candidates</i>	<p>Collin Callaway of the Arkansas Department of Higher Education reported minority scholarships for Fiscal Year 2007-2008 on October 15, 2007. These included the State Teacher Assistance Resource (STAR) Program, the Minority Teacher Scholars (MTS) Program, and the Minority Masters Fellows (MMF) Program. The scholarship awards for STAR are as follows:</p> <table><tr><td>STAR</td><td>Male</td><td>Male</td><td>Female</td><td>Female</td><td>Total</td><td>Total</td></tr><tr><td>Race</td><td>Count</td><td>Award</td><td>Count</td><td>Award</td><td>Count</td><td>Award</td></tr><tr><td>White</td><td>58</td><td>264,000</td><td>328</td><td>1,402,500</td><td>386</td><td>1,666,500</td></tr><tr><td>Black</td><td>10</td><td>51,000</td><td>29</td><td>136,500</td><td>39</td><td>187,500</td></tr><tr><td>Hispanic</td><td></td><td></td><td>4</td><td>18,000</td><td>4</td><td>18,000</td></tr><tr><td>Native Amer</td><td>1</td><td>3,000</td><td>1</td><td>6,000</td><td>2</td><td>9,000</td></tr><tr><td>Other</td><td>4</td><td>21,000</td><td>11</td><td>42,000</td><td>15</td><td>63,000</td></tr><tr><td><b>Totals</b></td><td><b>73</b></td><td><b>339,000</b></td><td><b>373</b></td><td><b>1,605,000</b></td><td><b>446</b></td><td><b>1,944,000</b></td></tr></table> <p>The scholarship awards for MTS are as follows:</p> <table><tr><td>MTS</td><td>Male</td><td>Male</td><td>Female</td><td>Female</td><td>Total</td><td>Total</td></tr><tr><td>Race</td><td>Count</td><td>Award</td><td>Count</td><td>Award</td><td>Count</td><td>Award</td></tr><tr><td>Black</td><td>7</td><td>35,000</td><td>28</td><td>137,500</td><td>35</td><td>172,500</td></tr><tr><td>Hispanic</td><td></td><td></td><td>6</td><td>30,000</td><td>6</td><td>30,000</td></tr><tr><td>Asian</td><td></td><td></td><td>2</td><td>10,000</td><td>2</td><td>10,000</td></tr><tr><td>Native Amer</td><td></td><td></td><td>4</td><td>20,000</td><td>4</td><td>20,000</td></tr><tr><td><b>Totals</b></td><td><b>7</b></td><td><b>35,000</b></td><td><b>40</b></td><td><b>197,500</b></td><td><b>47</b></td><td><b>232,500</b></td></tr></table> <p>The scholarship awards for MMF are as follows:</p> <table><tr><td>MMF</td><td>Male</td><td>Male</td><td>Female</td><td>Female</td><td>Total</td><td>Total</td></tr><tr><td>Race</td><td>Count</td><td>Award</td><td>Count</td><td>Award</td><td>Count</td><td>Award</td></tr><tr><td>Black</td><td>2</td><td>8,750</td><td>27</td><td>125,000</td><td>29</td><td>133,750</td></tr><tr><td>Asian</td><td></td><td></td><td>2</td><td>11,250</td><td>2</td><td>11,250</td></tr><tr><td><b>Totals</b></td><td><b>2</b></td><td><b>8,750</b></td><td><b>29</b></td><td><b>136,250</b></td><td><b>31</b></td><td><b>145,000</b></td></tr></table>	STAR	Male	Male	Female	Female	Total	Total	Race	Count	Award	Count	Award	Count	Award	White	58	264,000	328	1,402,500	386	1,666,500	Black	10	51,000	29	136,500	39	187,500	Hispanic			4	18,000	4	18,000	Native Amer	1	3,000	1	6,000	2	9,000	Other	4	21,000	11	42,000	15	63,000	<b>Totals</b>	<b>73</b>	<b>339,000</b>	<b>373</b>	<b>1,605,000</b>	<b>446</b>	<b>1,944,000</b>	MTS	Male	Male	Female	Female	Total	Total	Race	Count	Award	Count	Award	Count	Award	Black	7	35,000	28	137,500	35	172,500	Hispanic			6	30,000	6	30,000	Asian			2	10,000	2	10,000	Native Amer			4	20,000	4	20,000	<b>Totals</b>	<b>7</b>	<b>35,000</b>	<b>40</b>	<b>197,500</b>	<b>47</b>	<b>232,500</b>	MMF	Male	Male	Female	Female	Total	Total	Race	Count	Award	Count	Award	Count	Award	Black	2	8,750	27	125,000	29	133,750	Asian			2	11,250	2	11,250	<b>Totals</b>	<b>2</b>	<b>8,750</b>	<b>29</b>	<b>136,250</b>	<b>31</b>	<b>145,000</b>
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Hispanic			4	18,000	4	18,000																																																																																																																																							
Native Amer	1	3,000	1	6,000	2	9,000																																																																																																																																							
Other	4	21,000	11	42,000	15	63,000																																																																																																																																							
<b>Totals</b>	<b>73</b>	<b>339,000</b>	<b>373</b>	<b>1,605,000</b>	<b>446</b>	<b>1,944,000</b>																																																																																																																																							
MTS	Male	Male	Female	Female	Total	Total																																																																																																																																							
Race	Count	Award	Count	Award	Count	Award																																																																																																																																							
Black	7	35,000	28	137,500	35	172,500																																																																																																																																							
Hispanic			6	30,000	6	30,000																																																																																																																																							
Asian			2	10,000	2	10,000																																																																																																																																							
Native Amer			4	20,000	4	20,000																																																																																																																																							
<b>Totals</b>	<b>7</b>	<b>35,000</b>	<b>40</b>	<b>197,500</b>	<b>47</b>	<b>232,500</b>																																																																																																																																							
MMF	Male	Male	Female	Female	Total	Total																																																																																																																																							
Race	Count	Award	Count	Award	Count	Award																																																																																																																																							
Black	2	8,750	27	125,000	29	133,750																																																																																																																																							
Asian			2	11,250	2	11,250																																																																																																																																							
<b>Totals</b>	<b>2</b>	<b>8,750</b>	<b>29</b>	<b>136,250</b>	<b>31</b>	<b>145,000</b>																																																																																																																																							

<b>IMPLEMENTATION PHASE ACTIVITY</b>	<b>PMT EXECUTIVE SUMMARY AS OF DECEMBER 31, 2007</b>
<b><i>XI. Minority Recruitment of ADE Staff</i></b>	The MRC met on October 9, 2007 at the ADE. Demographic reports were presented that showed ADE employees grade 21 and above by race and section as of June 30, 2007 and September 30, 2007. A spreadsheet was handed out that showed for grade 21 and above the number and percentage of black, white, and other race employees in each unit of the ADE. After reviewing the September report, it was determined that it needs some corrections. A new September report will be handed out after the changes have been made.
<b><i>XII. School Construction</i></b>	This goal is completed. No additional reporting is required.
<b><i>XIII. Assist PCSSD</i></b>	Goal completed as of June 1995.
<b><i>XIV. Scattered Site Housing</i></b>	This goal is completed. No additional reporting is required.
<b><i>XV. Standardized Test Selection to Determine Loan Forgiveness</i></b>	Goal completed as of March 2001.
<b><i>XVI. Monitor School Improvement Plans</i></b>	<p>On November 7, 2007, ADE staff attended a meeting with the ACSIP Chairperson and the administration at Fuller Middle School in the PCSSD. Made changes in the school improvement plan in order to meet district and state requirements.</p> <p>On November 8, 9, 13, 14, 16, 19, 20, 26, 28 and 29, 2007, ADE staff met with the Federal Program Director and the Title I Coordinator at the PCSSD Central Office. Revisions or improvements in ACSIP plans were discussed and completed. Plans were submitted to the ADE for approval.</p> <p>On December 11, 2007, ADE staff visited Clinton, Oakbrooke, Sherwood, and Sylvan Hills Elementary Schools with the Director of Federal Programs and the district Elementary Math &amp; Literacy Specialist. Observed the math and literacy coaches that were placed in each school under the direction of the district office, as they assisted teachers and students.</p> <p>On December 12, 2007, ADE staff attended a meeting for all the principals in the PCSSD at the PCSSD Central Office. Reviewed the completed rubric with the principals and allowed them to see the modifications made to their ACSIP plans by district administration. Changes had been made so that the plans would meet guidelines for acceptance by the state.</p>

IMPLEMENTATION PHASE ACTIVITY	PMT EXECUTIVE SUMMARY AS OF DECEMBER 31, 2007
<b><i>XVII. Data Collection</i></b>	<p>The ADE Office of Public School Academic Accountability has released the 2006 Arkansas School Performance Report (Report Card). The purpose of the Arkansas School Performance Report is to generally improve public school accountability, to provide benchmarks for measuring individual school improvement, and to empower parents and guardians of children enrolled in Arkansas public schools by providing them with the information to judge the quality of their schools. The Department of Education annually publishes a school performance report for each individual public school in the state, and distributes the report to every parent or guardian of a child in kindergarten through grade twelve (K-12) in the public schools of Arkansas. The annual school performance report is based on reliable statistical information uniformly required to be collected and submitted by each local school district to the department and published in a format that can be easily understood by parents or guardians who are not professional educators and distributed to the parents or guardians of children enrolled in the public schools via the postal service. Individual school reports are also made available via the Internet. Statistical information in the Arkansas School Performance Report is organized into the following seven essential accountability indicators: 1: ACHIEVEMENT, 2: ACCESS, 3: RETENTION, 4: DISCIPLINE, 5: DEMOGRAPHICS, 6: CHOICE, 7: ECONOMIC.</p>
<b><i>XVIII. Work with the Parties and ODM to Develop Proposed Revisions to ADE's Monitoring and Reporting Obligations</i></b>	<p>On July 10, 2002, the ADE held a Desegregation Monitoring and Assistance Plan meeting for the three school districts in Pulaski County. Mr. Willie Morris, ADE Lead Planner for Desegregation, presented information on the No Child Left Behind Act of 2001. A letter from U.S. Secretary of Education, Rod Paige, was discussed. It stated that school districts that are subject to a desegregation plan are not exempt from the public school choice requirements. "If a desegregation plan forbids the school district from offering any transfer option, the school district should secure appropriate changes to the plan to permit compliance with the public school choice requirements". Schools in Arkansas have not yet been designated "Identified for Improvement". After a school has been "Identified for Improvement", it must make "adequate yearly progress". Schools that fail to meet the definition of "adequate yearly progress", for two consecutive years, must provide public school choice and supplemental education services. A court decision regarding the LRSD Unitary Status is expected soon. The LRSD and the NLRSD attended the meeting. The next meeting about the Desegregation Monitoring and Assistance Plan will be held in August, 2002, after school starts.</p>

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP CODE	LENGTH OF TIME TEACHING OUT OF AREA
401000	Bentonville Public School District	5	Stacie Brown	Early Childhood Education (P-4)	Special Education	231			2006-2007 2007-2008
			Jason Craft	Business Technology (7-12)	Coaching	293			2007-2008
			Michele Graham	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Special Education	230			2007-2008
			Jason Rowan	Social Studies (7-12) Physical Education 7-12	PE/Wellness/LEI (P-8)	227			2006-2007 2007-2008
			Stephanie Lane	Elementary Principal (K-9) Early Childhood Education (P-4) Middle School Social Studies (5-8) Elementary (K-6)	Mathematics	200			2007-2008
O203000	Hamburg Public School District	1	Shirley Carpenter	Middle School English (5-8) Elementary (1-6)	English	166			2007-2008
1608000	Jonesboro Public School District	2	Hunter Broadway	Physical/Earth Science (7-12)	Mathematics	200			2007-2008
			Mary Clayton	Elementary (1-6)	Gifted & Talented	305			2007-2008
6606000	Mansfield Public School District	1	Natalie Tolbert	Journalism (7-12) English Language Art (7-12) Social Studies (7-12)	Drama/Speech (7-12)	208			2006-2007 2007-2008
2404000	Ozark Public School District	2	Cindy Hopper	Early Childhood Education (P-4) Elementary (K-6)	Guidance & Counseling	300			2007-2008
			Sarah Williams	Early Childhood Education (P-4)	Grade 5/6 Endorsement	107			2007-2008
6003000	Pulaski County Public School District	29	Darcy Benham	Life/Earth Science (7-12) - NTLP	Physical/Earth Science	169			2007-2008
			Frances Flowers	Middle School Social Studies (5-8) Social Studies (7-12) Coaching (7-12)	Physical Education	227, 228			2007-2008
			Linda Russell	Elementary (1-6) Reading Specialist (P-8) Reading Specialist (7-12)	Middle Childhood Education (4-8)	002			2007-2008
			Patricia Moser	Middle School Social Studies (5-8) Elementary (1-6)	English/Language/Social Studies	002			2007-2008



LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP CODE	LENGTH OF TIME TEACHING OUT OF AREA
				Reading Specialist (P-8)					
				Reading Specialist (7-12)					
			Carol Oliver	Family & Consumer Science (4-8)	Middle Childhood Education (4-8)	002 & 168			2007-2008
				Family & Consumer Science (7-12)					
			Tracy Lakey	Early Childhood Education (P-4)	Middle Childhood Education (4-8)	002 & 168			2007-2008
			Emily Hester	English Language Arts (7-12)	Middle School Language/Social Studies	002			2007-2008
			Jayne McCoy	PE/Wellness/LEI (7-12)	PE/Wellness/Leisure (P-8)	227			2007-2008
				Coaching (7-12)					
			Lynn Whited	MidChLangArt/SS (4-8)	Physical/Earth Science	169			2007-2008
				MidChSci/Math (4-8)	English (7-12)	166			
					Journalism	108			
			Nancy Setzler	Elementary (1-6)	Music	203 & 204			2007-2008
			Duane Clayton	Art (P-8)	PE/Wellness/Leisure (P-8)	227			2007-2008
				Art (7-12)					
				Coaching (7-12)					
			Terry Bridges	French (7-12)	Spanish	004			2006-2007 2007-2008
			Marcia Martin	Elementary (1-6)	Art	201			2006-2007 2007-2008
			Michael Bell	Industrial Tech Education (7-12)	Special Education	230			2006-2007 2007-2008
				Drafting & Design (7-PS)					
				Industrial Equipment Maintenance (7-PS)					
			Tiffany Moore	Social Studies (7-12)	Special Education	230			2006-2007 2007-2008
			Nancy Smith	PE/Wellness/LEI (7-12)	Spanish	004			2007-2008
			Whitney Flora	English Language Arts (7-12) - NT - MAT	Journalism	108			2007-2008
			Karen Scott	Elementary Principal (K-9)	Life/Earth Science	170			2006-2007 2007-2008
				Middle School Science (5-8)					
				Middle School Social Studies (5-8)					
				Elementary (1-6)					
				Gifted & Talented (P-8)					
				Gifted & Talented (7-12)					
			Debra Gill	Elementary (1-6)	Middle Childhood Education (4-8)	002 & 168			2007-2008

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP CODE	LENGTH OF TIME TEACHING OUT OF AREA
			Laura Greenwood	Business Ed Voc Endorsement (7-12)	Drama/Speech	207 & 208			2007-2008
				Business Technology (4-8)					
				Business Technology (4-8)					
				CareerPrep Endorsement (7-12)					
			Ronald Sebastian	Secondary Physical Education (7-12)	Middle Childhood Education (4-8)	OO2 & 168			2007-2008
				Social Studies (7-12)					
				Driver Education Endorsement (7-12)					
			Kim Fonville	Family & Consumer Science (4-8)	Art	201 & 202			2007-2008
				Family & Consumer Science (7-12)					
			Judy Ford	Spanish (P-8)	English	166			2007-2008
				Spanish (7-12)					
				Elementary (1-6)					
				English as a Second Language (P-8)					
				English as a Second Language (7-12)					
			Cynthia Jones	Middle School Science (5-8)	Art	201 & 202			2006-2007
				Family & Consumer Science (4-8)					2007-2008
				Family & Consumer Science (7-12)					
				Career Orientation (7-12)					
				Career Orientation/Vocational (7-12)					
			Kathy Borecky	Middle School Science (5-8)	Middle Childhood Education (4-8)	OO2 & 168			2007-2008
				Sp Ed Instructional Specialist (4-12)					
				SpEdEch Instructional Specialist (P-4)					
			Gloria Lawrence	Social Studies (7-12)	Middle Childhood Education (4-8)	OO2 & 168			2007-2008
				Gifted & Talented (P-8)					
				Gifted & Talented (7-12)					
			Judy Murphy	Business Technology (7-12)	Middle Childhood Education (4-8)	OO2 & 168			2007-2008
				Career Orientation (7-12)					
				Career Orientation/Vocational (7-12)					
			Joe Wise	Health Education (7-12)	Middle Childhood Education (4-8)	OO2 & 168			2007-2008
				Secondary Physical Education (7-12)					
				Driver Education Endorsement (7-12)					
			Cynthia Reyes	Spanish (P-8)	Middle Childhood Education (4-8)	OO2 & 168			2007-2008
				Spanish (7-12)					
				Middle School Spanish (5-8)					
6806000	Two Rivers Public School District	13	Allison Pitts	English Language Arts (7-12)	Music	205 & 206			2007-2008
			Vickie Roberson	Early Childhood Education (P-4)	Special Education	230 & 231			2006-2007
				Middle School Social Studies (5-8)					2007-2008

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				Elementary (K-6)					
				Gifted & Talented (P-8)					
				Gifted & Talented (7-12)					
			Jennifer Lizenbey	English Language Arts (7-12)	Drama/Speech	207 & 208			2007-2008
			Adam Brothers	PE/Wellness/LEI (P-8)	Gifted & Talented	305 & 306			2006-2007
				PE/Wellness/LEI (7-12)					2007-2008
				Coaching (7-12)					
			Yulanda Morrison	Elementary (1-6)	Special Education	230			2006-2007
									2007-2008
			Toni Rickett	Early Childhood Education (P-4)	Special Education	230 & 231			2006-2007
									2007-2008
			Janet Ball	Early Childhood Education (P-4)	Special Education	230			2005-2006
				Middle School Math (5-8)					2006-2007
				Middle School Social Studies (5-8)					2007-2008
				Elementary (K-6)					
			Jennifer Holt	Middle School Social Studies (5-8)	Guidance & Counseling	299			2005-2006
				Elementary (1-6)					2006-2007
									2007-2008
			Don Turnipseed	Social Studies (7-12)					
				General Science (7-12)	Physical/Earth Science	169			2007-2008
			Kathy Minnie	Early Childhood Education (P-4)	Middle School English/Social Studies	002			2007-2008
				Middle School Math (5-8)					
				Elementary (K-6)					
				Guidance & Counseling (P-8)					
				Guidance & Counseling (7-12)					
				Gifted & Talented (P-8)					
				Gifted & Talented (7-12)					
			Timothy Caples	Business Technology (7-12)	Journalism	108			2007-2008
			Tracy McCullar	MidChL angArt/SS (4-8)	Speech/Drama	207 & 208			2007-2008
				English Language Arts (7-12)					
				MidChSci/Math (4-8)					
				Elementary (1-6)					
				English as a Second Language (P-8)					
				English as a Second Language (7-12)					
			Teddy Qualis	PE/Wellness/LEI (P-8)	Mathematics	200			2007-2008
				PE/Wellness/LEI (7-12)					

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP CODE	LENGTH OF TIME TEACHING OUT OF AREA
4502000	Yellville-Summit Public School District	2	Pamela Buel	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Physical/Earth Science	169			2007-2008
			Sharon DeVore	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Mathematics	200			2007-2008
		<b>Total # of Waivers</b>							
	<b>Total # of School Districts</b> 8	55							

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
	ADE Distance Learning Center	1	Holly Meeks	Business Technology (4-8) Business Technology (7-12)	Marketing	221 & 222			2007-2008
	Barton-Lexa Public School District	2	Rachael Taylor	English Language Arts (7-12)	Journalism	108			2007-2008
			Jeannie Pittman	Early Childhood Education (P-4)	Mathematics	200			2007-2008
	Bentonville Public School District	22	Jennifer Brewer	Early Childhood Education (P-4)	Special Education	230			2005-2006 2006-2007 2007-2008
				MidChLangArt/SS (4-8)					
				Gr 5-6 Endorsement (P-4)					
				MidChSci/Math (4-8)					
				Mathematics (7-12)					
			Kimberly Burgess	MidChLangArt/SS (4-8)	English as a Second Language	307 & 308			2006-2007 2007-2008
				MidChSci/Math (4-8)					
				Sp Ed Instructional Specialist (4-8)					
				SpEdEch Instructional Specialist (P-4)					
			Gentry Collier	English Language Arts (7-12)	Social Studies	167			2007-2008
			Jason Craft	Business Technology (7-12)	Special Education	230			2005-2006 2006-2007 2007-2008
			Callie Ham	Drama/Speech (7-12)	English	166			2007-2008
			Tambie Kinney	Social Studies (7-12)	Guidance & Counseling	300			2007-2008
			Elizabeth Knapp	English Language Arts (7-12)	Special Education	230			2007-2008
			Ray Mayer	Mathematics (7-12)	Coaching	293			2007-2008
			Michelle Moore	Spanish (7-12) English Language Arts (7-12)	Spanish	OO3			2007-2008
			Eloise Murphy	Early Childhood Education (P-4)	Special Education	230			2006-2007 2007-2008
				MidChLangArt/SS (4-8)					
				MidChSci/Math (4-8)					

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			Kari Penturf	Mathematics (7-12)	Coaching	293			2007-2008
			April Queen	Sp Ed Instructional Specialist (4-12) SpEdEch Instructional Specialist (P-4)	Coaching	293			2007-2008
			Randy Richardson	Building Administrator (7-12) Mathematics (7-12)	Coaching	293			2007-2008
			Susan Robertson	Early Childhood Education (P-4)	Mathematics	200			2007-2008
			Jared Schoonover	Social Studies (7-12)	Coaching	293			2007-2008
			Marisa Shofner	Early Childhood Education (P-4) Middle School Social Studies (5-8) Elementary (K-6)	Guidance & Counseling	300			2007-2008
			Nicole Short	Early Childhood Education (P-4) MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Guidance & Counseling	299			2006-2007 2007-2008
				English as a Second Language (P-8) English as a Second Language (7-12)					
			Melissa Smart	Spanish (P-8) Spanish (7-12)	Coaching	293			2007-2008
			Robert Stadel	Life/Earth Science (7-12)	Coaching	293			2007-2008
			Kenneth Timbrel	Early Childhood Education (P-4) Gr 5-6 Endorsement (P-4) Sp Ed Instructional Specialist (4-12) SpEdEch Instructional Specialist (P-4)	Special Education	230 & 231			2006-2007 2007-2008
			Michelle White	Early Childhood Education (P-4) Sp Ed Instructional Specialist (4-12) American History (5-8) Contemp American History (7-8) World Cult/History (5-8)	Special Education	231			2006-2007 2007-2008
			Jeremy Woody	Mathematics (7-12)	Coaching	293			2007-2008

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1605000	Buffalo Island Public School District	2	Eugenia Bishop	Secondary Physical Education (7-12) Elementary Physical Education (K-6)	Physical/Earth Science	169			2007-2008
				Coaching (7-12)					
				Middle School Math (5-8)					
				Middle School Social Studies (5-8)					
				Elementary (1-6)					
				Business Technology (4-8)					
			Stan Fowler	Coaching (7-12)	Health/Physical Education	227 & 228			2006-2007 2007-2008
				Social Studies (7-12)					
				Earth Science (5-8)					
				Life Science (7-12)					
3301000	Calico Rock Public School District	1	Judi Jackson	MidChLangArt/SS (4-8)	Drama/Speech (10th grade)	208			2005-2006 2006-2007 2007-2008
				English Language Arts (7-12)					
				Social Studies (7-12)					
				Art (P-8)					
				Art (7-12)					
5103000	Deer/Mt. Judea Public School District	1	Thomas Keeling	Agriculture Science & Technology	Industrial Technology	583			2007-2008
	Dreamland Academy Charter School								
		2	Judith Marsh	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Early Childhood	OO1			2007-2008
			Bridget Hudson	Middle School Social Studies (5-8) Elementary (1-6)	Early Childhood	OO1			2007-2008
5301000	East End (Bigelow) Public School District	1	Matthew Chandler	PE/Wellness/LEI (P-8) PE/Wellness/LEI (7-12) Coaching (7-12)	Middle School Science	168			2007-2008
7203000	Fayetteville Public School District	2	Matthew Saferite	Mathematics (7-12)			Building Level Administrator	313	2007-2008

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				Applied Math I (7-12)					
				Applied Math II (7-12)					
				Assistant Principal (7-12)					
			Melinda Duell	Early Childhood Education (P-4)	Special Education	231			2007-2008
				MidChLangArt/SS (4-8)					
				MidChSci/Math (4-8)					
4708000	Gosnell Public School District	1	Amanda Crosskno	Long Term Substitute Teacher	Library Media Specialist				
6602000	Greenwood Public School District	13	Eneldia Thames	Building Administrator (P-8)	Special Education	230			2006-2007 2007-2008
				Building Administrator (7-12)					
				Early Childhood Education (P-4)					
				MidChLangArt/SS (4-8)					
				MidChSci/Math (4-8)					
				Spanish (P-8)					
				Sp Ed Instructional Specialist (4-12)					
				English as a Second Language (P-8)					
			Michael Skaggs	Coaching (7-12)	English	166			2006-2007 2007-2008
				Social Studies (7-12)					
			Tammy Gorga	Early Childhood Education (P-4)	Special Education	230			2005-2006 2006-2007 2007-2008
				Middle School Social Studies (5-8)					
				Elementary (K-6)					
			Karen Benjamin	Early Childhood Education (P-4)	Special Education	231			2005-2006 2006-2007 2007-2008
				MidChLangArt/SS (4-8)					
				Grade 5-6 Endorsement P-4 (5-6)					
				MidChSci/Math (4-8)					
			John Kincade	MidChLangArt/SS (4-8)	Coaching	293			2007-2008
				MidChSci/Math (4-8)					
			Jared Miller	MidChLangArt/SS (4-8)	Special Education	230			2005-2006 2006-2007 2007-2008



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				MidChSci/Math (4-8)					
			Janet Brown	Early Childhood Education (P-4) Elementary (K-6)	Special Education	231			2007-2008
			Crystal Brown	Early Childhood Education (P-4)	Special Education	231			2007-2008
			Adrienne Joslin	Early Childhood Education (P-4) Elementary (K-6) Sp Ed Instructional Specialist (4-12)	Special Education	231			2005-2006 2006-2007 2007-2008
			Ashley Griffith	Early Childhood Education (P-4)	Special Education	231			2007-2008
			Tim Cothran	Health Education (7-12) Secondary Physical Education (7-12) Middle School Physical Education (5-8) Coaching (7-12) Middle School Social Studies (5-8) Career Orientation Endorsement (7-12)	Mathematics	200			2006-2007 2007-2008
			Nena Cox	Middle School Math (5-8) Elementary (1-6)	Special Education	230			2006-2007 2007-2008
			Holly Pate	Long-Term Substitute Teacher	Social Studies 5th grade				
	Harmony Grove Public School District	1	Ricky Mooney	Secondary Physical Education (7-12) Coaching (7-12) Middle School Science (5-8) Middle School Social Studies (5-8)	Guidance & Counseling	299			2007-2008
	Harrison Public School District	1	Nancy Teeter	Long-Term Substitute Teacher	Elementary Physical Education				
	Imboden Area Charter School	3	Sharon Connolly	Social Studies (7-12)	Middle Childhood Education (4-8)	002, 168			2007-2008
			Melissa Rice	Business Technology (7-12)	Special Education	230			2007-2008
			Johanna Pillow	Elementary (1-6)	Special Education	231			2007-2008

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
	Jackson County Public School District	1	Ronald Billingsley	Middle School Social Studies (5-8) Elementary (1-6)	Middle Childhood Education (4-8)	002, 168			2007-2008
	Jessieville Public School District	1	Donna Johnson	Early Childhood Education (P-4)	Special Education	230			2006-2007 2007-2008
	Lamar Public School District	1	Terrie Bazyk	Long-Term Substitute Teacher	Learning Skills				
	Living Hope-Texarkana	1	Suzanne Icenhower	Middle School English (5-8) Middle School Math (5-8) Basic Math Endorsement (7-12) Middle School Social Studies (5-8) Elementary (1-6)	Special Education	231			2007-2008
	Malvern Public School District	1	Laura Collins	Long Term Substitute Teacher	Elementary				
	Methodist Family Health	2	Michael Hilton	Agriculture Science & Technology (7-12) Adult Education (P-S) Earth Science (5-8) Life Science (7-12)	Special Education	230			2006-2007 2007-2008
			Rachel Parker	Early Childhood Education (P-4)	Special Education	230			2007-2008
	Mountain Home Public School District	1	Rebecca Camp	Elementary (1-6)	Special Education	230			2006-2007 2007-2008
	Mountain View Public School District	3	Terina Freeman	Early Childhood Education (P-4)	Elementary Music	203			2007-2008
			John Peden	Social Studies (7-12)	Art, Family & Consumer Science	202, 214 & 215			2007-2008
			Joshua Henley	Health Education (7-12) Physical Education (K-12) Coaching (7-12)	Life/Earth & Physical/Earth Science	169 & 170			2007-2008

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
1703000	Mountainburg Public School District	1	Mary Brody	Long-Term Substitute Teacher	Biology/Environmental Science				
1611000	Nettleton Public School District	1	Angie Adkins	Sp Ed Instructional Specialist (4-12) SpEd Ech Instructional Specialist (P-4)	Middle Level Education (4-8)	002, 168			2007-2008
O304000	Norfolk Public School District	1	Jessica Cooper	Early Childhood Education (P-4)	Special Education	230 & 231			2007-20087
2404000	Ozark Public School District	3	Rondal Rippy	Secondary Physical Education (7-12) Business Technology (7-12) Supv Other (K-12)	Gifted & Talented	305			2007-2008
			Haley Shaw	Early Childhood Education (P-4) Grades 5-6 Endorsement P-4 (5-6)	Special Education	230			2007-2008
			Loretta West	Early Childhood Education (P-4) Elementary (1-6)	Gifted & Talented	305			2007-2008
6505000	Ozark Mountain Public School District	1	Melanie Kelly	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Drama/Speech	208			2007-2008
O407000	Pea Ridge Public School District	1	Crystal Tiarks	English Language Arts (7-12)	Special Education	230			2007-2008
2703000	Poyen Public School District	1	Clayton Ray	PE/Wellness/LEI (7-12) Coaching (7-12)	Middle School Science	168			2005-2006 2006-2007 2007-2008
6103000	Pocahontas Public School District	1	Amanda Dail	Early Childhood Education (P-4)	Vocal Music	203			2007-2008
5006000	Prescott Public School District	1	Melanie Yates	Early Childhood Education (P-4)	Library Media Specialist	295			2007-2008

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
6003000	Pulaski County Public School District	40	Glynn Nooner	Coaching (7-12) Sp Ed Instructional Specialist (4-12) SpEd Ech Instructional Specialist (P-4) Arkansas History (5-8) American History (5-8) Geography (7-12) Psychology (7-12)	Social Studies	167			2007-2008
				English Language Art (7-12) Drama (7-12)	Speech	208			2007-2008
			Tonya Massery	Business Technology (4-8) Business Technology (7-12)	English/Language Art 7-12	166			2007-2008
			Julie Rippy	General Science (7-12) Middle School Science (5-8) Family & Consumer Science (7-12) Guidance Elementary (K-9)	School Counseling 7-12	300			2007-2008
			Delores Elms	Early Childhood Education (P-4)	Middle Childhood Education (4-8)	002 & 168			2007-2008
			Darice Nesmith	Secondary Physical Education (7-12) Sp Ed Instructional Specialist (4-12) Sp Ed Ech Instructional Specialist (P-4) Reading Specialist (P-8) Reading Specialist (7-12)	Early Childhood Early Childhood	OO1			2007-2008
			Hazel Scroggins	Middle School Social Studies (5-8) Elementary (1-6)	Guidance & Counseling	299			2007-2008
			Kathryn Hudson	District Administrator (P-12) Secondary Principal (5-12) BusEdSec Endorsement (7-12) Business Technology (7-12) Guidance Secondary (5-12)	Special Education	230			2007-2008
			Lynda Johnson	PE/Wellness/LEI (7-12) Coaching (7-12)	PE/Wellness/Leisure 7-12	227			2007-2008
			Brittany Smith	Social Studies (7-12) Journalism (7-12) English Language Arts (7-12)	English/Language/Social Studies	OO2			2007-2008
			Ted Whittington		Special Education	230			2007-2008
			Martin Crutchfield						

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
			Tiffany Moore	Social Studies (7-12)	Special Education	230			2007-2008
			Lani Stein	Social Studies (7-12)	Library Media Specialist	296			2007-2008
			Bettye Mhoon	Sp Ed Instructional Specialist (4-12) SpEdEch Instructional Specialist (P-4)	Early Childhood Education	OO1			2006-2007 2007-2008
			Rae Newlin	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Library Media Specialist	295 & 296			2007-2008
			Deeann Howell	Elementary (1-6)	Early Childhood Education	OO1			2007-2008
			Pamela Freemann	Middle School Social Studies (5-8) Elementary (1-6)	Library Media Specialist	295 & 296			2007-2008
			Jeevamma Midturi	Elementary (1-6) Earth Science (5-8)	Special Education	230			2007-2008
			Dawn Joseph	Elementary (1-6) Gifted & Talented (P-8) Gifted & Talented (7-12)	Library Media Specialist	295 & 296			2007-2008
			Amanda Lewis	Early Childhood Education (P-4)	Gifted & Talented	305			2007-2008
			Kimble Edwards	Social Studies (7-12)	Drama/Speech	208			2006-2007 2007-2008
			Tracy Shepard	MidChLangArt/SS (4-8) MidChSci/Math (4-8)	Special Education	230			2007-2008
			William Paul	Instrumental Music (P-8) Instrumental Music (7-12)	Middle Childhood Education (4-8)	168 & 002			2007-2008
			Steven Thurman	English Language Arts (7-12) Journalism (7-12)	Special Education	230			2007-2008
			Sha Rhonda Woods	Early Childhood Education (P-4)	Special Education	230			2007-2008
			James Henry	Social Studies (7-12)	Special Education	230			2007-2008
			Paula Lane	Business Technology (7-12)	Special Education	230			2007-2008
			Samantha Wilkins	Social Studies (7-12)	Special Education	230			2007-2008

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
			Estella Nesmith	BusEdSecEndorsement (7-12)	Mathematics	200			2007-2008
				Middle School Math (5-8)					
				Business Technology (7-12)					
				Applied Math I (7-12)					
				Applied Math II (7-12)					
			Rose Austin	Elementary (1-6)	Special Education	230			2007-2008
			David Dickey	Social Studies (7-12)	Special Education	230			2007-2008
			Jennifer Salazar	Drama/Speech (7-12)	Journalism	108			2007-2008
			Ulysses Haley	Life/Earth Science (7-12)	Mathematics	200			2007-2008
				Chemistry (9-12)					
			Christina Watkins	English Language Arts (7-12)	Journalism	108			2007-2008
			Allison Metcalf	Life/Earth Science (7-12)	Physical/Earth Science	169			2007-2008
			Marina Ash	French (P-8)	Middle Childhood Education (4-8)	168 & 002			2007-2008
				French (7-12)					
				German (P-8)					
				German (7-12)					
			Sandra Guthrie	Early Childhood Education (P-4)	Library Media Endorsement P-8	295			2007-2008
				Elementary (K-6)					
			Tyson Norsworthy	PE/Wellness/LEI (7-12)	Special Education	230			2005-2006 2006-2007 2007-2008
				Coaching (7-12)					
			Donna Turner	Secondary Principal (5-12)	Physical Education	227 & 228			2007-2008
				Health Education (7-12)					
				Secondary Physical Education (7-12)					
				Middle School Physical Education (5-8)					
				Career Academic Endorsement (7-12)					
				Driver Education (7-12)					
			Keisha Morgan	SpEdEch Instructional Specialist (P-4)	Special Education	230			2007-2008
7311000	Searcy Public School District	1	Mary Bruce	Early Childhood Education (P-4)	Special Education	231			2007-2008

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
				English as a Second Language (P-8)					
				English as a Second Language (7-12)					
7207000	Springdale Public School District	8	Melissa Niebrugge	English Language Arts (7-12)	Library Media Endorsement P-8	296			2007-2008
			Joni Mendenhall	Social Studies (7-12)					
				Library Media Specialist (P-8)	Special Education	230 & 231			2007-2008
				Library Media Specialist (7-12)					
			Julie Hughes	Social Studies (7-12)	Special Education	230			2007-2008
			Kristy Kooyman	Early Childhood Education (P-4)	English	166			2007-2008
				MidChLangArt/SS (4-8)					
				MidChSci/Math (4-8)					
			Christy Harrison	Early Childhood Education (P-4)	Library Media Endorsement P-8	295			2007-2008
				MidChLangArt/SS (4-8)					
				MidChSci/Math (4-8)					
			Autumn Thetford	MidChLangArt/SS (4-8)	Library Media Endorsement P-8	295			2007-2008
				MidChSci/Math (4-8)					
			Ron Spalter	English Language Arts (7-12)	English as a Second Language	307 & 308			2006-2007 2007-2008
			Elizabeth Bolte	Elementary Principal (K-9)	Art	201, 202			2005-2006 2006-2007 2007-2008
				Elementary (1-6)					
				Sp Ed Instructional Specialist (4-12)					
				SpEdEch Instructional Specialist (P-4)					
4003000	Star City Public School District	1	Virginia Kieman	Long-Term Substitute Teacher	Guidance & Counseling				
5206000	Stephens Public School District	1	Marcia Brigham	MidChSci/Math (4-8)	Mathematics	200			2007-2008
	Steudlein Learning Center	1	Cara Coleman	Early Childhood Education (P-4)	Special Education	231			2007-2008
6806000	Two Rivers Public School District	1	Mark Smith	Spanish (P-8)	Speech/Drama	207 & 208			2007-2008
				Spanish (7-12)					

LEA	NAME OF DISTRICT	# OF WAIVERS	NAME OF TEACHER(S)	CURRENT AREA(S) OF CERTIFICATION	OUT OF AREA TEACHING ASSIGNMENT	ALP CODE	OUT OF AREA ADMIN ASSIGNMENT	ALCP Code	LENGTH OF TIME TEACHING OUT OF AREA
				Health Education (7-12)					
				Physical Education (K-12)					
				Coaching (7-12)					
				English as a Second Language (P-8)					
				English as a Second Language (7-12)					
O505000	Valley Springs Public School District	1	Victoria Howerton	Long-Term Substitute Teacher	Spanish				
	Vista Health	1	Phillip Tucker	General Science (7-12)	Special Education	230			2007-2008
				Middle School Science (5-8)					
				Middle School Social Studies (5-8)					
				Social Studies (7-12)					
				Global Studies (7-12)					
				Geography (7-12)					
1803000	West Memphis Public School District	1	Mae Brown	Long-Term Substitute Teacher	Social Studies				
4502000	Yellville-Summit Public School District	1	Karen Harris	MidChLangArt/SS (4-8)	Special Education	230			2006-2007 2007-2008
				MidChSci/Math (4-8)					
	Total # of School Districts	Total # of Waivers							
	42	132							



# Timeline

November 2008 to Rate Schools on Growth 07-08 Testing (Using data from 06-07 and 07-08)	
July 2007	Present Initial Plan to State Board for information
September 20-21, 2007 (TAC Meeting)	Run computation of baseline year school year 2006-2007. Review growth analysis across the two years
October 2007	School Awareness Training
November 15-16, 2007 (TAC Meeting) November 15-16, 2007	Standard Setting for School Gain Index Technical Advisory Committee on Accountability meeting on Standard Setting
December 2007	Revised Schedule: Report on Annual Improvement Category Levels (Gains) to State Board
January 2008	Continue School Awareness Training State Board action on criteria for annual improvement gain category levels
February 6-7, 2008	Standard Setting Conference for Annual Improvement Category Levels (Gains) School awareness with stakeholders (second round)

# Timeline

March 2008	State Board discussion	
March 13-14, 2008 (TAC Meeting) March 10, 2008 NCME Presentation	First draft of Technical Report-Annual Improvement Gains Category Improvement Category Levels (Gains) Conference Call and/or Email communication	
April 2008	Students are assessed	
April 2008	State Board Action	
May/June 2008 CCSSO Presentation	First draft of Technical Report-Annual Improvement Category Levels (Gains)	
June 5-6, 2008	Technical Advisory Committee on Accountability Meeting	
July 2008	NORMES produces initial matched data set	
September 2008	Initial matched data sent to ADE for review	
October 1-15, 2008	Schools review matched data set and report any necessary revisions to the ADE and NORMES (online)	
November-December 2008	NORMES and ADE validate preliminary gain scores	
December 2008	Preliminary release of Annual Improvement Category Levels (Gains) Report on ADE website	

# Grade 11 Timeline

September 2008	Match grade 8/11 literacy data created by NORMES for grade 11 students tested in Spring 2008
	Creating change score Preliminary data analysis for school improvement gain index
	Technical Advisory Committee meeting to review preliminary data analysis
Fall 2009	Match grade 8/11 literacy data created by NORMES for grade 11 students tested in Spring 2009
	Creating change score Preliminary data analysis for school improvement gain index
	Technical Advisory Committee meeting to prepare for the Standards Setting Conference
	Meeting of the Standards Setting process
	Presentation of data to the State Board
	Action by the State Board
Spring 2010	Report School Improvement Categories to schools



# Annual School Performance Report Timeline

September 30, 2009	Release of achievement data from NORMES
October 15, 2009	Deadline for requesting the Annual Performance Report (Rating Schools)
November 2009	Annual Performance Reports are available for those who request it
March 15, 2010	Annual Improvement Gains Report in the Annual School Performance Report (Report Card)
March 15, 2011	Official Release of both reports: Annual Improvement Gains Report and the Annual School Performance Report reflecting the Spring 2010 achievement data in the Annual School Performance Report (Report Card)

December 18, 2007

Dr. Valerie Tatum  
10510 Highway I-30, Suite 1  
Little Rock, AR 72209

RE: Open-Enrollment Public Charter School Application -  
Covenant Keepers Academy

Dear Dr. Tatum:

As requested by the State Board of Education (State Board) at its December 10, 2007, meeting, please provide the following information to the Charter School Office and the Legal Office of the Department of Education NO LATER THAN 4:30 p.m. on Thursday, December 27, 2007, in order that it may be transmitted to the State Board:

1. A tentative detailed written real estate agreement showing proof of legal authority given by all owners of the real property located at 7000 Geyer Springs Road in Little Rock, Arkansas, to sell the property to City of Fire Community Development Center, Inc., and the full details of such agreement.
2. A Letter of Credit or other sufficient written verification between a valid lending institution and the City of Fire Community Development Center, Inc., for financing of the purchase of the Geyer Springs Road property, along with evidence of what funding will be used to repay any loan obligation to purchase the real property mentioned in paragraph 1.
3. Written proof from the City of Little Rock of the rezoning of the Geyer Springs property to a zoning district in which a public school is a permitted use.
4. All complete full and necessary information concerning the lease of the buildings from M Space Holdings.
5. A comprehensive listing of the plumbing and electrical costs for the buildings to be erected on the Geyer Springs Road property.

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**STATE BOARD OF EDUCATION:** Chair: Diane Tatum, Pine Bluff • Vice Chair: Randy Lawson, Bentonville  
Members: Sherry Burrow, Jonesboro • Jim Cooper, Melbourne  
Brenda Gullett, Fayetteville • Dr. Tim Knight, Arkadelphia • Dr. Ben Mays, Clinton  
MaryJane Rebeck, Little Rock • Dr. Naccaman Williams, Springdale

*An Equal Opportunity Employer*

Letter to Dr. Tatum  
Page 2  
December 18, 2007

Furthermore, please consider this letter formal notice that the consideration of your above-referenced charter application will resume at the State Board's meeting of Tuesday, January 15, 2008. The meeting will begin at 9:00 a.m. and will be held in the Auditorium of the Arch Ford Education Building, 4 Capitol Mall in Little Rock.

Please ensure that you attend the meeting and that you have all necessary personnel and documentation with you to address any questions from the State Board concerning your application.

Please do not hesitate to contact me at 501-683-5313 should you have any questions regarding this matter.

Sincerely,

A handwritten signature in black ink, reading "Mary Ann D. Brown, Ed.D." in a cursive script.

Mary Ann D. Brown, Ed.D.  
Program Director, Charter Schools

MAB:law

cc: State Board of Education  
T. Kenneth James, Ed.D., Commissioner of Education  
Dr. Diana Julian, Deputy Commissioner  
Scott Smith, General Counsel  
Dr. Linda Watson, Superintendent, Little Rock School District  
Ken Kirspel, Superintendent, North Little Rock School District  
James Sharpe, Superintendent, Pulaski County Special School District

**City of Little Rock****Department of Planning and Development**

723 West Markham Street

Little Rock, Arkansas 72201-1334

Phone: (501) 371-4790 Fax: (501) 389-3435 or 371-6863

**Planning  
Zoning and  
Subdivision**

December 19, 2007

Rollin Caristianos  
Fax # 367-0021

Re: 7000 Geyer Springs Road

Dear Mr. Caristianos:

On December 6, 2007, the Little Rock Planning Commission voted 11 ayes, 0 noes and 0 absent to recommend approval of the rezoning of 1.2 acres of property located at 7000 Geyer Springs Road from R-2 Single Family to C-3 General Commercial. The item was on the Commission's consent agenda and there was no opposition to the rezoning request. C-3 zoning does permit a public or private school.

The rezoning request is scheduled to be heard by the Little Rock Board of Directors on January 15, 2008. As of this date, there appears to still be no opposition to the rezoning request.

Sincerely,

Dana Carney  
Zoning and Subdivision Manager

RECEIVED  
DEC 27 2007

CHARTER SCHOOL OFFICE

Please Return To:

Lenders Title Company  
12719 Cantrell Road, Suite 101  
Little Rock AR, 72223  
Phone: 501-227-4700  
Fax: 501-227-4737

File Number: 07-016341-130

Approved as to form by:  
J. Mark Spradley, Attorney-at-Law  
Transactional data completed by Lenders Title Company

Warranty Deed - Married Person (Letter).rtf

**WARRANTY DEED**  
(MARIED PERSONS)

**KNOW ALL MEN BY THESE PRESENTS:**

That, Larry Spann, a married person, <sup>Don DS</sup> Donald Allen Spann, a married person, and Christopher Spann, an unmarried person, being the surviving spouse and only heirs at law of Glenda May Spann, who died on September 24, 2002, and Patti Faye Lindow, an unmarried person, George Allen Hays, a married person, and Donald L. Hays, a married person, Grantor(s), for and in consideration of the sum of ---TEN AND 00/100--- DOLLARS---(\$10.00)---and other good and valuable consideration in hand paid by City of Fire Community Development, Inc., Grantee(s), the receipt and sufficiency of which is hereby acknowledged, do hereby grant, bargain, sell and convey unto the Grantee(s), and unto its successors and assigns forever, the following lands lying in the County of Pulaski and the State of Arkansas to-wit:

**The North 170 feet of Tract 2 of HOME ACRES, in Pulaski County, Arkansas, EXCEPT the West 330 feet thereof, located upon and lying wholly within the E1/2 SE1/4 SE1/4 of Section 25, Township 1 North, Range 13 West, now in the City of Little Rock, Pulaski County, Arkansas.**

Subject to existing assessments, building lines, easements, mineral reservations and/or conveyances, and restrictions, of record, if any.

**TO HAVE AND TO HOLD** the above described lands unto the Grantee(s) and unto its successors and assigns



forever, with all tenements, appurtenances, and hereditaments thereunto belonging.

And the Grantor(s) hereby covenant with the Grantee(s) that they will forever warrant and defend the title to the above described lands against all claims whatsoever.

And we, Patti Faye Lindow, an unmarried person, George Allen Hays and Barbara Hays, husband and wife, Donald L. Hays and Helen M. Hays, husband and wife, Larry Spann and Linda Sue Hilton Spann, husband and wife, ~~Don~~ Allen Spann and Karen Spann, husband and wife, and Christopher Spann, an unmarried person, for the consideration recited herein, do hereby release and relinquish unto the Grantee(s) and unto its successors and assigns, all of our right of dower, curtesy, and homestead in and to said land.

WITNESS our hand(s) and seal(s) on 21<sup>st</sup> day of December, 2007.

I hereby certify under penalty of false swearing that the legally correct amount of documentary stamps have been placed on this instrument. Exempt or no consideration paid if none shown.

GRANTEE OR AGENT:

City of Fire Community Development, Inc.

GRANTEE'S ADDRESS:

George Allen Hays  
George Allen Hays

Barbara Hays  
Barbara Hays

### ACKNOWLEDGMENT

STATE OF ARKANSAS                     )  
  )   SS.  
COUNTY OF PULASKI                 )

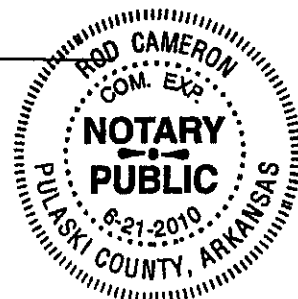
**BE IT REMEMBERED**, that on this day came before me, the undersigned, a notary public within and for the County and State aforesaid, duly commissioned and acting, George Allen Hays and Barbara Hays, husband and wife, to me well known as (or satisfactorily proven to be) the persons whose names are subscribed to the foregoing instrument and acknowledged that they had executed the same for the consideration, uses and purposes therein mentioned and set forth.

**IN TESTIMONY WHEREOF**, I have hereunto set my hand and official seal this 21<sup>st</sup> day of December, 2007.

Rob Cameron  
Notary Public

My commission Expires:

6-21-10



Patti Faye Lindow  
Patti Faye Lindow

Larry Spann  
Larry Spann

Donald Allen Spann  
DON DS

Linda Sue Hilton Spann  
Linda Sue Hilton Spann

Karen Spann  
Karen Spann

Christopher Spann  
Christopher Spann

**COPY**

ACKNOWLEDGMENT

STATE OF ARKANSAS

COUNTY OF Saline ) SS.

**BE IT REMEMBERED**, that on this day came before me, the undersigned, a notary public within and for the County and State aforesaid, duly commissioned and acting, Patti Faye Lindow, an unmarried person, Larry Spann and Linda Sue Hilton Spann, husband and wife, <sup>DS</sup>Donald Allen Spann and Karen Spann, husband and wife, and Christopher Spann to me well known as (or satisfactorily proven to be) the persons whose names are subscribed to the foregoing instrument and acknowledged that they had executed the same for the consideration, uses and purposes therein mentioned and set forth.

**IN TESTIMONY WHEREOF**, I have hereunto set my hand and official seal this 17<sup>th</sup> day of December, 2007.

Sharon A. Mauldin  
Notary Public

My commission Expires:

8-22-2012



Donald L. Hays  
Donald L. Hays

Helen M. Hays  
Helen M. Hays

ACKNOWLEDGMENT

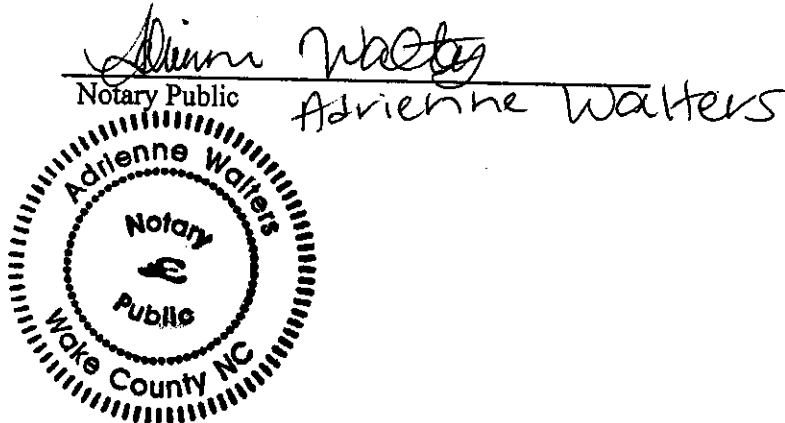
STATE OF NORTH CAROLINA )  
COUNTY OF RANDOLPH ) SS.  
Chatham

BE IT REMEMBERED, that on this day came before me, the undersigned, a notary public within and for the County and State aforesaid, duly commissioned and acting, Donald L. Hays and Helen M. Hays, husband and wife, to me well known as (or satisfactorily proved to be) the persons whose names are subscribed to the foregoing instrument and acknowledged that they had executed the same for the consideration, uses and purposes therein mentioned and set forth.

IN TESTIMONY WHEREOF, I have hereunto set my hand and official seal this 13 day of December, 2007.

My commission Expires:

December, 31st, 2009



## POWER OF ATTORNEY

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF PULASKI     )

We, Donald L. Hays and Helen M. Hays, husband and wife, hereby appoint George Allen Hays, whose residence is 33 Pinehurst Circle, Little Rock, AR 72212 as our true and lawful agent and attorney in fact in our names and on our behalf to do any and all lawful things which we could do ourselves with respect to the following described real property situated in Pulaski County, Arkansas, to-wit:

The North 170 feet of Tract 2 of HOME ACRES, in Pulaski County, Arkansas, EXCEPT the West 330 feet thereof, located upon and lying wholly within the E1/2 SE1/4 SE1/4 of Section 25, Township 1 North, Range 13 West, now in the City of Little Rock, Pulaski County, Arkansas.

Including, the following rights:

- a. To sell, convey, mortgage and lease the above described realties; to execute and acknowledge and deliver deeds, mortgages, leases, releases, satisfactions and other instruments relating to the above described realty which our attorney considers necessary or appropriate; to operate, manage, control and lease the above described realty and to collect, demand and receive rents, issues, incomes, profit or the proceeds of any sale of the above described property; and to exercise in all respects, general control and supervision over the above described realty which belongs in part to us.
- b. To sell, assign, exchange, transfer and deliver the above described real property and to distribute, equitably, the proceeds of any sale of the above described property.
- c. To endorse checks and other instruments made payable to us or either of us that are related to the sale of the above described property.
- d. To receive funds from the sale of the above described property and to disburse such funds on our attorney's signature in any amounts for any purposes and at such time as our attorney may deem appropriate including payments and expenditures that relate to the above described real property, its maintenance and the expenses of any sale of same.
- e. To execute and deliver any instruments and to do any and all things which may be legally done and are necessary and appropriate to carry out the power authority hereby granted and conferred.

We hereby grant unto our attorney in fact full power and authority to perform any act whatsoever requisite, necessary or appropriate to be done (as determined in my attorney's sole and unrestricted judgment and discretion) with respect to the above described property and the sale of same as fully as we might do or could do if personally present. We hereby ratify and confirm all that our attorney-in-fact may have heretofore done in our names and on our behalf and all that our attorney may hereafter do pursuant to the power of attorney hereby granted.

This Power of Attorney shall remain in full force and effect until revoked by us or either of us by an instrument in writing, duly signed, acknowledged and filed for record in the records of Pulaski County, Arkansas.

In witness whereof, we have hereunto affixed our signatures on this 13 day of December, 2007.

Donald L. Hays  
DONALD L. HAYS

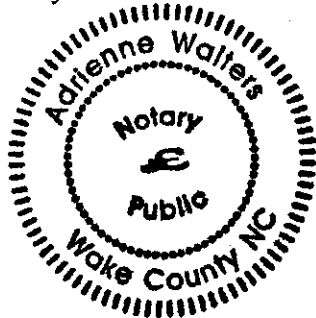
Helen M. Hays  
HELEN M. HAYS

**ACKNOWLEDGMENT**

STATE OF ~~ARKANSAS~~ )  
      North Carolina ) ss  
COUNTY OF ~~PULASKI~~ )  
              Chatham

On this day, personally appeared before me Donald L. Hays and Helen M. Hays, known to me to be the persons whose names are subscribed to the within instrument and acknowledged that they executed the same for the purposes therein contained.

WITNESS my hand and official seal this 13 day of December, 2007.



Adrienne Walters  
Notary Public      Adrienne Walters

My Commission Expires 12-5-2009.

December, fifth 2009

**POWER OF ATTORNEY**

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF PULASKI     )

I, Patti Faye Lindow, an unmarried person, hereby appoint George Allen Hays, whose residence is 33 Pinehurst Circle, Little Rock, AR 72212 as my true and lawful agent and attorney in fact in my name and on my behalf to do any and all lawful things which I could do myself with respect to the following described real property situated in Pulaski County, Arkansas, to-wit:

The North 170 feet of Tract 2 of HOME ACRES, in Pulaski County, Arkansas, EXCEPT the West 330 feet thereof, located upon and lying wholly within the E1/2 SE1/4 SE1/4 of Section 25, Township 1 North, Range 13 West, now in the City of Little Rock, Pulaski County, Arkansas.

Including, the following rights:

- a. To sell, convey, mortgage and lease the above described realties; to execute and acknowledge and deliver deeds, mortgages, leases, releases, satisfactions and other instruments relating to the above described realty which my attorney considers necessary or appropriate; to operate, manage, control and lease the above described realty and to collect, demand and receive rents, issues, incomes, profit or the proceeds of any sale of the above described property; and to exercise in all respects, general control and supervision over the above described realty which belongs in part to me.
- b. To sell, assign, exchange, transfer and deliver the above described real property and to distribute, equitably, the proceeds of any sale of the above described property.
- c. To endorse checks and other instruments made payable to me that are related to the sale of the above described property.
- d. To receive funds from the sale of the above described property and to disburse such funds on my attorney's signature in any amounts for any purposes and at such time as my attorney may deem appropriate including payments and expenditures that relate to the above described real property, its maintenance and the expenses of any sale of same.
- e. To execute and deliver any instruments and to do any and all things which may be legally done and are necessary and appropriate to carry out the power authority hereby granted and conferred.

I hereby grant unto my attorney in fact full power and authority to perform any act whatsoever requisite, necessary or appropriate to be done (as determined in my attorney's sole and unrestricted judgment and discretion) with respect to the above described property and the sale of same as fully as I might do or could do if personally present. I hereby ratify and confirm all that my attorney-in-fact may have heretofore done in my name and on my behalf and all that my attorney may hereafter do pursuant to the power of attorney hereby granted.

This Power of Attorney shall remain in full force and effect until revoked by me by an instrument in writing, duly signed, acknowledged and filed for record in the records of Pulaski County, Arkansas.

In witness whereof, I have hereunto affixed my signature on this 17<sup>th</sup> day of December, 2007.

Patti Faye Lindow  
PATTI FAYE LINDOW

**ACKNOWLEDGMENT**

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF ~~PULASKI~~     )  
                  Saline

On this day, personally appeared before me Patti Faye Lindow, known to me to be the person whose name is subscribed to the within instrument and acknowledged that she executed the same for the purposes therein contained.

WITNESS my hand and official seal this 17<sup>th</sup> day of December, 2007.

Sharon A. Mauldin  
Notary Public



## POWER OF ATTORNEY

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF PULASKI     )

We, Larry Spann and Linda Sue Hilton Spann, husband and wife, hereby appoint George Allen Hays, whose residence is 33 Pinehurst Circle, Little Rock, AR 72212 as our true and lawful agent and attorney in fact in our names and on our behalf to do any and all lawful things which we could do ourselves with respect to the following described real property situated in Pulaski County, Arkansas, to-wit:

The North 170 feet of Tract 2 of HOME ACRES, in Pulaski County, Arkansas, EXCEPT the West 330 feet thereof, located upon and lying wholly within the E1/2 SE1/4 SE1/4 of Section 25, Township 1 North, Range 13 West, now in the City of Little Rock, Pulaski County, Arkansas.

Including, the following rights:

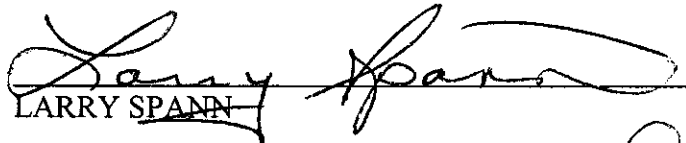
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- b. To sell, assign, exchange, transfer and deliver the above described real property and to distribute, equitably, the proceeds of any sale of the above described property.
- c. To endorse checks and other instruments made payable to us or either of us that are related to the sale of the above described property.
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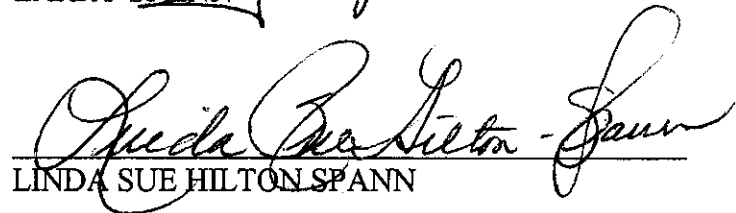


We hereby grant unto our attorney in fact full power and authority to perform any act whatsoever requisite, necessary or appropriate to be done (as determined in my attorney's sole and unrestricted judgment and discretion) with respect to the above described property and the sale of same as fully as we might do or could do if personally present. We hereby ratify and confirm all that our attorney-in-fact may have heretofore done in our names and on our behalf and all that our attorney may hereafter do pursuant to the power of attorney hereby granted.

This Power of Attorney shall remain in full force and effect until revoked by us or either of us by an instrument in writing, duly signed, acknowledged and filed for record in the records of Pulaski County, Arkansas.

In witness whereof, we have hereunto affixed our signatures on this 17<sup>th</sup> day of December, 2007.

  
LARRY SPANN

  
LINDA SUE HILTON SPANN

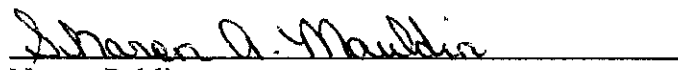
**ACKNOWLEDGMENT**

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF ~~PULASKI~~     )  
                  By Saline

On this day, personally appeared before me Larry Spann and Linda Sue Hilton Spann, known to me to be the persons whose names are subscribed to the within instrument and acknowledged that they executed the same for the purposes therein contained.

WITNESS my hand and official seal this 17<sup>th</sup> day of December, 2007.



  
Notary Public

**POWER OF ATTORNEY**

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF PULASKI     )

We, ~~Donald~~<sup>Don</sup> Allen Spann and Karen Spann, husband and wife, hereby appoint George Allen Hays, whose residence is 33 Pinehurst Circle, Little Rock, AR 72212 as our true and lawful agent and attorney in fact in our names and on our behalf to do any and all lawful things which we could do ourselves with respect to the following described real property situated in Pulaski County, Arkansas, to-wit:

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This Power of Attorney shall remain in full force and effect until revoked by us or either of us by an instrument in writing, duly signed, acknowledged and filed for record in the records of Pulaski County, Arkansas.

In witness whereof, we have hereunto affixed our signatures on this 17<sup>th</sup> day of December, 2007.

Don Allen Spann  
~~DONALD~~ ALLEN SPANN  
DON AS

Karen Spann  
KAREN SPANN

**ACKNOWLEDGMENT**

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF ~~PULASKI~~     )  
                  By Saline

On this day, personally appeared before me <sup>DON</sup>~~Donald~~ Allen Spann and Karen Spann, known to me to be the persons whose names are subscribed to the within instrument and acknowledged that they executed the same for the purposes therein contained.

WITNESS my hand and official seal this 17<sup>th</sup> day of December, 2007.



Sharon A. Mauldin  
Notary Public

## POWER OF ATTORNEY

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF PULASKI     )

I, Christopher Spann, an unmarried person, hereby appoint George Allen Hays, whose residence is 33 Pinehurst Circle, Little Rock, AR 72212 as my true and lawful agent and attorney in fact in my name and on my behalf to do any and all lawful things which I could do myself with respect to the following described real property situated in Pulaski County, Arkansas, to-wit:

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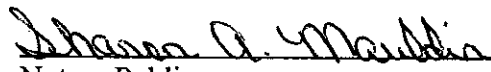
  
CHRISTOPHER SPANN

**ACKNOWLEDGMENT**

STATE OF ARKANSAS     )  
  )ss  
COUNTY OF ~~PULASKI~~     )  
                              By Saline

On this day, personally appeared before me Christopher Spann, known to me to be the person whose name is subscribed to the within instrument and acknowledged that he executed the same for the purposes therein contained.

WITNESS my hand and official seal this 17<sup>th</sup> day of December, 2007.

  
Notary Public



**RETURN FAX TO ME AT (501) 663-8753**

# Fax

**To: KINKO****From Sarah Hawkins****Attn: Dr. Valerie Tatum****(501) 779 - 1065 - Phone**

---

**From 1-501-565-7619****# Pages**

---

**Phone: (501) 584-6448****CC:**

---

**Re: Letter**

---

**THANK YOU!!**

---

**Heartland Community Bank is a "Nationwide Lender"**

---

☐ Urgent    ☐ For Review    ☐ Please Comment    ☐ Please Reply    ☐ Please

**Recycle**

---

4937 Highway 5 North  
Bryant, AR 72022-7002  
501.847.7982  
FAX 501.847.7983



December 21, 2007

Dr. Valerie Tatum  
#5 Granite Court  
Maumelle, AR 72117

RE: Loan In Process

Dear Dr. Tatum:

Thank you for your loan request of \$150,000. Your file was submitted through our automated underwriting system and AU findings and results were "approved". We must continue to verify the information submitted. Upon satisfactory receipt of all requested information, we should be able to close the loan no later than January 10, 2008.

I can be reached at (501) 779-1065 or (501) 847-7982, if you have any questions.

Sincerely Yours,

Sarah Hawkins, Mortgage Loan Originator  
HEARTLAND COMMUNITY BANK



**David B. Wahl, Territory Manager**  
**216-659-7627**  
**[dwahl@mspaceholdings.com](mailto:dwahl@mspaceholdings.com)**

**Customer:** Covenant Keepers College Preparatory Charter School  
**Dr. Valerie L. Tatum, Director (501) 584-6440**  
**Location:** 7000 Geyer Springs – Little Rock, Arkansas  
**SPECIFICATIONS 12-21-07**

**PLEASE NOTE:**

This quote is good for 30 days only.

**(3) SETS OF ENGINEERED PLANS FOR CUSTOMER**

\*Extra charges will apply for additional sets\*

3-Base Buildings – 56X60 - Complex (See Floor Plans)

**Codes/States/Labels:**

**IBC Arkansas**

10,500 square footage entire buildings – 3@ (3,360)

100 MPH Wind Speed

Occupancy: Educational approximately 180 students grades 6-8

**FRAME**

Outrigger Type (I-Beam Spacing – 95 ½")

I-Beam Size as required

Axle Quantity as required

New Tires

Detachable Hitches

**FLOOR**

40PSF

Nylon Impregnate Bottom Board

2x6 Joists, 16" OC

Double 5/8" Plywood Decking

Top Layer Held Back 10" @ Matelines

1/8" Vinyl Composite Block Tile (per print)

**FLOOR**

200Z Commercial Carpet (per print)

**WALLS & PARTITIONS**

Wall Height: 8'-0"

2x4 Studs, 16" OC

Double Top Plate

396 LF Interior Partition Walls (per print)

5/8" Type X Vinyl Covered Gypsum Wallboard

260 LF Double Mateline Walls

Side Wall Tie-Down Straps

**INTERIOR DOORS**

32 – 36" x 80" Hol. Core Gray 6-panel, Steel Jamb & Lever

8 – 24"x80" Hol. Core Gray 6-panel, Steel jamb & Lever

20 – 36"x80" 20 Min. 6-panel, Steel Jamb, Lever (self clog)

**ROOF**

.045EPDM

Ground Snow Load: 20 psf

Truss Type: Transverse (24" o.c.)

Truss Spacing: 24: O.C.

Sheathing: 7/16" OSB

Roof Covering: 45 Mil Black EPDM Rubber w/Densadeck

Ceiling: ½" Prefin C-spray Gyp w/Rosettes, Splines

Ceiling Height: 8'-0" AFF

Ridgebeam: 3 Layer 24", ½" Plywood

No Roof Overhang/Projection

1 Hr Fire Rated Ceil. in Corridor (Drop Assembly)

Ceiling will be approximately 6" lower in corridor than in adjacent rooms.

(2x4 framing) 16" o.c. up to 9'6" wide) (8" o.c. up to 10'13'-0")

Hurricane Straps (Sidewall type)

Sidewall tie-down straps are not required for state code compliance

Attic Ventilation Required

**PLUMBING**

(Customer looking for other bids)

6 Multi-station Restroom

Qty Description/Memo Color/Location

**PLUMBING**

3 Handicap accessible ½" bath

10 wall mount lavatory w/mirror

4 HC water closet w/grab bars & t.p holder

3 12 Gallon Water Heater

5 Standard water closet with t.p. holder



6 Urinal  
 12 Formica modesty partitions  
 5 Formica urinal screen  
 6 Handicap accessible water cooler  
 CPVC Supply Lines  
**ELECTRICAL**  
 (Customer looking for other bids)  
 12 100 Amp Panel  
 120 Std. Fluor. Lights: 240 Surface Mt., Diffused  
 6 Standard 60w Porch Light with PhotoCell  
 2 Emergency Lights (Dual head) (as required)  
 2 Lighted Exit Signs with Battery Backup (as required)  
 9 Combo Lighted Exit Sign/Emergency Light with Battery  
 30 Empty 2x4 J-Box 2 1/2" Conduit Stub  
 All alarm devices & wiring are by others on site  
 6 Combo 60w Light with 100cfm Exhaust Fan  
 2-350 cfm Exhaust Fan  
 Std 110v Receptacles at approximately 12' OC  
 6 Exterior GFI Receptacle (in-use type)  
 3 Heat Tape Receptacle (GFI)  
 Wiring in EMT Conduit  
**HVAC**  
 4-3 Ton Wall Mount Unit with 10kw Heat Strip  
 Qty Description/Memo Color/Location  
**HVAC**  
 350 LF Fiberglass Supply Duct with Grilles  
 300 LF Fiberglass Return Duct with Grilles  
 140 LF Plenum Wall  
 1 Charcoal Filter  
**CABINETS & FURNISHINGS**  
 4 Cabinets in each Classroom  
 56 LF Wire shelving in each closets  
**EXTERIOR**  
 .020 Aluminum Siding & Trim  
 Sheathing as required  
 100% House Wrap  
 .020 Alum. Mansard (20" to 24" avg. height)  
 Skirting: .020 Alum. w/2X2 PT. Vents (36" avg.)  
**WINDOWS**  
 12 36" x 60" Egress V7S DP-50, Insulated, Kiero 26000 R  
 Bronze Alum. Frames  
 Clear Glass  
**EXTERIOR DOORS**  
 3 72" x 80" ST /ST with 10" VB  
 (Right side is full time active unless "Removable Post" option is taken or unless otherwise noted)  
 2 Removable Post, Both Sides Active (ST/ST only)  
 6 Closer  
 4 Panic hardware with Lever Handle  
 1 72" x 84" Store Front Door (bronze/bronze) w/closer  
 Store front doors are not guaranteed for exposure for long periods of time to direct wind/rain.  
 The doors must be weather protected on-site by others via awnings and/or other methods of protection  
 2 Panic Hardware on Store Front Door  
**INSULATION**  
 Floor - (R-11)  
 Exterior Wall - (R-11)  
 Qty description/memo color/location  
**INSULATION**  
 Roof load 20 PSF  
 Roof - (R-19)  
 Interior Partitions - R-11 Sound Reduction Batts  
**CLARIFICATIONS**  
**Restroom Facilities**  
 Building must meet adequate coding from local officials. Customer is responsible for required restroom facilities that meet coding standards  
 Fire rating is subject of Fire Marshal and local official code and standards. Any cost differences must be paid by the customer  
 Occupant load for Education & Assembly occupancies will be based on the fresh air capacity of the HVAC System quoted - 180 students  
 Building One \$ 31,527, Building Two \$30,704, Building Three \$30,704  
 Complete Installation for 3 Buildings Estimated - \$92,935  
 Complete Installation includes, foundations, setting of all buildings on foundations, all interior and exterior trim and finish work.  
 All local permits by Covenant Keepers College Preparatory School  
**PLEASE NOTE THIS QUOTATION IS ONLY GOOD FOR 30 DAYS DUE TO UNPREDICATABLE STEEL AND LUBER PRICES**

OPEN-ENROLLMENT CHARTER SCHOOL  
FACILITIES UTILIZATION AGREEMENT

Lessor (Owner):

M SPACE HOLDINGS

Lessee (Tenant):

City of Erie Community Development, Inc.  
DBA Covenant Keepers

Describe the present use  
of the facility and use for  
prior three (3) years:

3 Modular Buildings used as Classroom Space  
and additional office space

Premises:

address

10,500  
square footage

Terms of Lease:

24 Months

Rental Amount:

6,500.00

Contingency:

The terms of this agreement are contingent upon

City of Erie Comm. Dev. Inc. (sponsoring entity)  
receiving a charter to operate an open-enrollment  
charter school from the State Board of Education  
by August of 2007.

Lessee:

CFC D, INC

By Jason Satum

Date 12-27-07

Lessor:

M SPACE HOLDINGS

By David B. Wahl Territory Manager

Date 12-14-2007

### Budget Worksheet

Directions: Fill in the budget expenses under the "Amount" heading. The "Total" column will calculate automatically.

<u>Line#</u>	<u>Revenues</u>	<u>Amount</u>	<u>Total</u>
1	Estimated State Charter School Aid:		
2	No. of Student (180) x 5,770.00		
3	Total State Charter School Aid	<u>\$1,038,600.00</u>	<u>\$1,038,600.00</u>
4			
5	Other Sources of Revenues:		
6	Contributions		
7	Grants	<u>\$200,000.00</u>	
7	Grants (ADE)	<u>\$150,000.00</u>	
8	Gifts		
9	Other (NSLP)	<u>\$130,284.00</u>	
10	Total Other Sources of Revenues		<u>\$480,284.00</u>
11			
12	<b>TOTAL REVENUES</b>		<b>\$1,518,884.00</b>
13			
14	<u>Expenditures</u>	<u>Amount</u>	<u>Total</u>
15			
16	Administration:		
17	Salaries: (No. of Positions 1.5)	<u>\$121,666.50</u>	
18	Fringe Benefits	<u>\$34,066.62</u>	
19	Purchased Services		
20	Supplies and Materials	<u>\$2,500.00</u>	
21	Equipment		
22	Other (Describe)		<u>\$158,233.12</u>
23			
24	Regular Classroom Instruction:		
25	Salaries: (No. of Positions 8.5)	<u>\$323,177.50</u>	
26	Fringe Benefits	<u>\$90,489.70</u>	
27	Purchased Services	<u>\$25,772.00</u>	
28	Supplies and Materials	<u>\$80,000.00</u>	
29	Equipment		
30	Other (Describe)		<u>\$519,439.20</u>
31			
32	Special Education:		
33	Salaries: (No. of Positions 1)	<u>\$38,000.00</u>	
34	Fringe Benefits	<u>\$10,640.00</u>	
35	Purchased Services		
36	Supplies and Materials	<u>\$2,500.00</u>	
37	Equipment		
38	Other (Describe)		<u>\$51,140.00</u>

39			
40	<b>Gifted and Talented Program:</b>		
41	Salaries: (No. of Positions____)		
42	Fringe Benefits		
43	Purchased Services		
44	Supplies and Materials		
45	Equipment		
46	Other (Describe)		
47			
48	<b>Alternative Education Program:</b>		
49	Salaries: (No. of Positions____)		
50	Fringe Benefits		
51	Purchased Services		
52	Supplies and Materials		
53	Equipment		
54	Other (Describe)		
55			
56	<b>Guidance Services:</b>		
57	Salaries: (No. of Positions 1)	\$40,000.00	
58	Fringe Benefits	\$11,200.00	
59	Purchased Services		
60	Supplies and Materials	\$2,500.00	
61	Equipment		
62	Other (Describe)		\$53,700.00
63			
64	<b>Health Services:</b>		
65	Salaries: (No. of Positions .5)		
66	Fringe Benefits		
67	Purchased Services	\$35,720.00	
68	Supplies and Materials	\$2,500.00	
69	Equipment	\$2,500.00	
70	Other (Describe)		\$40,720.00
71			
72	<b>Media Services:</b>		
73	Salaries: (No. of Positions____)		
74	Fringe Benefits		
75	Purchased Services		
76	Supplies and Materials		
77	Equipment		
78	Other (Describe)		
79			
80	<b>Fiscal Services:</b>		
81	Salaries: (No. of Positions____)		
82	Fringe Benefits		
83	Purchased Services	\$8,000.00	
84	Supplies and Materials		
85	Equipment		
86	Other (Describe)		\$8,000.00

87			
88	Maintenance and Operation:		
89	Salaries: (No. of Positions____)		
90	Fringe Benefits		
91	Purchased Services		
	(include utilities)	\$24,000.00	
	(janitorial)	\$15,000.00	
92	(lawn care)	\$12,000.00	
93	Supplies and Materials		
94	Equipment		
	Building One		
	(Install Building)	\$31,527.00	
	(Connect electric & plumbing)	\$25,000.00	
	(Annual lease)	\$30,000.00	
	Building One		
	(Install Building)	\$30,704.00	
	(Connect electric & plumbing)	\$25,000.00	
	(Annual lease)	\$24,000.00	
	Building One		
	(Install Building)	\$30,704.00	
	(Connect electric & plumbing)	\$25,000.00	
	(Annual lease)	\$24,000.00	
95	Other (Describe)		\$296,935.00
96			
97	Pupil Transportation:		
98	Salaries: (No. of Positions____)		
99	Fringe Benefits		
100	Purchased Services		
101	Supplies and Materials		
102	Equipment		
103	Other (Describe)		
104			
105	Food Services:		
106	Salaries: (No. of Positions .5 )	\$14,000.00	
107	Fringe Benefits		
108	Purchased Services	\$130,284.00	
109	Supplies and Materials	\$2,500.00	
110	Equipment		
111	Other (Describe)		\$146,784.00
112			
113	Data Processing:		
114	Salaries: (No. of Positions 1)	\$25,000.00	
115	Fringe Benefits	\$7,000.00	
116	Purchased Services		
117	Supplies and Materials		
118	Equipment		
119	Other (Describe)		\$32,000.00
120			
121	Substitute Personnel:		

122	Salaries: (No. of Positions____)	<u>\$11,660.00</u>	
123	Fringe Benefits		<u>\$11,660.00</u>
124			
125	Debt Expenditures:	<u></u>	<u></u>
126	Other Expenditures:		
127	(Technology)	<u>\$67,233.00</u>	<u>\$67,233.00</u>
128			
129	<b>TOTAL EXPENDITURES</b>		<b>\$1,385,844.32</b>

**Covenant Keepers Charter School**  
**Budget Disclosures and Statement of Assumptions**

Projected enrollment is 180 students the first year plus 50 additional students each year for the following four years = 380 students by year five.

State charter school revenue = \$5,770 per student

Spec. Super Services revenue = \$7.50 per student.

Staff development revenue = \$41.23 per student.

National School Lunch Program =  $[(\$960 * 85\%) + \$2.50]$  per student.

Start-up grants not included total \$390,000.

Salary information taken from LRSD pay schedule and [www.salary.com](http://www.salary.com)

> Salaries are projected to increase 3.5% annually by Lawrence Picus and Associates.

Fringe Benefits:

> F.I.C.A. = OASDI + HI

\* OASDI = 6.2% on first \$94,200 (2006) of compensation.

\* HI = 1.45% on all compensation.

> Teacher retirement = contribute 14% of teacher salary.

> Health Insurance = estimate from Kenny Lewis of Arkansas Blue Cross Blue Shield.

\* Based on insuring employee plus family and contributing 75%.

> Unemployment Obligations = Arkansas + Federal

\* Arkansas = 3.7% on first \$10,000 of compensation.

\* Federal = 0.8% on first \$7,000 of compensation.

Regular classroom instruction supplies and materials estimated at \$500 per student (analysis of other charter school's budgets). Also includes PLATO at \$19,692 and NWEA at \$1,080 per year.

Special education program expenditure consists of SEAS at \$1,440 per year.

Gifted and talented program expenditure reflects partnership with ITT.

Alternative education program will be provided by existing staff.

Guidance service will be provided by existing staff.

Health Service = four hours per day for 188 days each year at \$47.50/hr.

Media service will be provided free of charge by Southwest Little Rock Library (Dee Brown).

Fiscal services include audit and legal fees, \$9000/yr.

Maintenance and Operation according to lowest bid \$125 x 100ft (based on 3 buildings). See budget wo

> Monthly lease payments are \$1,500

> Utility history is currently \$215 per month, but estimate recorded at \$5,000 per year. > Janitorial expenditure was quoted at \$12,000 per year.

> No insurance quote was available; estimated at \$12,000 per year.

Pupil transportation will be paid for by students.

Food service will be reimbursed by state on a monthly basis at current reimbursement rates.

Data processing will be handled by secretary - admin.

Substitute personnel based on each employee maximizing vacation (10 days) and sick leave (10 days) annually at \$53/day.

No debt expenditures.

Total technology expenses priced at \$91,693 per year.

is \$15 per hour.



## Bald Knob School District

### Classified in Fiscal Distress

June 11, 2007

#### Fiscal Distress Indicators and Additional Concerns:

- \* A projected negative balance of \$478,902 for fiscal year end June 30, 2008.
- \* During fiscal years 2004,2005,2006 to present the District obtained current loans to support district operations operations.
- \* FY04 the District had significant audit findings, including utilizing short term loans, sixty-three (63) instances of inadequately documented travel reimbursements, and total expenditures exceeded total revenues due to construction cost of the new high school complex.
- \* FY05 the District had significant audit findings, including utilizing short term loans, operating bank account was unreconciled, and failure to file the required report with the Department of Education indicating the recipients and amounts paid or the source of the non-recurring revenue from which the bonuses were paid to all certified personnel.
- \* April 30, 2007 the District had outstanding short term loans totaling \$799,999.

District Profile:	2003-04	2004-05	2005-06	2006-07
Fourth Quarter ADMs	1,318	1,323	1,304	1,307
Assessment	47,479,940	49,091,856	50,493,005	52,033,713
Total Mills	38.50	38.50	38.50	38.50
Total Debt Bond/Non Bond	9,160,000	8,871,050	9,228,035	9,040,744
Per Pupil Expenditures	6,136	7,335	8,049	8,617
Personnel-Non-Fed Certified FTE	98.65	101.64	107.20	110.28
Avg Salary--Non-Fed Cert Clsrm FTE	34,759	40,138	39,346	40,843
Net Legal Bal (Excl Cat & QZAB)*	1,320,110	888,362	420,604	40,571

#### Background Information:

- \* The Department of Education assumed administrative control of the Bald Knob School District August 22, 2007.
- \* On September 24, 2007, the State Board of Education held a special meeting to consider the proposed annexation of the district.
- \* The State Board reviewed the status of the district at the regularly scheduled meeting held December 10, 2007.

#### District Actions

The Bald Knob School District has included the following objectives in their Fiscal Distress Improvement Plan:

##### 2007-08

- \* Reduced certified personnel by 7.14 FTE's.
- \* Eliminated 6.5 classified positions.
- \* Reduced the number of contracted days for twelve (12) employees.
- \* Reduced the health benefits contribution per employee to the state minimum.
- \* Eliminated sick leave bonus.
- \* No new construction or capital improvement projects.
- \* Restructured debt in September election
- \* Approved sales tax in November election.
- \* Sold residential property owned by district.

##### 2008-09

- \* Eliminate two (2) certified positions through RIF.
- \* Eliminate two (2) classified office aide positions through attrition.
- \* Continue to monitor operational spending.

## Bismarck School District

**Classified in Fiscal Distress:**

June 11, 2007

### Fiscal Distress Indicators and Additional Concerns:

- \* A projected negative balance of \$220,118 for fiscal year end June 30, 2008.
- \* FY05 the District had significant audit findings, including payments for unauthorized expenditures and improper payments to employment contracts. Also, the District improperly contributed \$18,000 to a tax-qualified retirement plan on behalf of the superintendent.
- \* FY06 District failed to distribute Educational Excellence Trust funds to certified staff.
- \* July 14, 2006 the District utilized a \$250,000 short term loan to support district operations.
- \* April 30, 2007 the District's outstanding short term loan balance was \$50,000.

<b>District Profile:</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Fourth Quarter ADMs	1,027	1,019	1,039	1,023
Assessment	40,679,558	42,929,580	44,268,659	46,996,433
Total Mills	29.00	29.00	29.00	29.00
Total Debt Bond/Non Bond	2,028,797	1,996,836	1,924,269	1,836,066
Per Pupil Expenditures	6,318	7,224	7,108	7,195
Personnel-Non-Fed Certified FTE	81.00	81.00	82.00	79.13
Avg Salary--Non-Fed Cert Clsrm FTE	36,838	41,943	40,445	40,844
Net Legal Bal (Excl Cat & QZAB)*	238,678	89,787	9,280	198,046

### District Actions

The Bismarck School District has included the following objectives in their Fiscal Distress Improvement Plan:

#### **2007-08**

- \* Implemented state minimum salary schedule.
- \* Reduced certified personnel by six (6) FTE's.
- \* Reduced classified personnel by two (2) positions.
- \* Eliminated one (1) bus route.
- \* Approved 12 new debt service mills in the September 2007 election.
- \* Monitoring fuel and utilities.

#### **2008-09**

- \* Continue to monitor operational spending.

## Clinton School District

**Classified in Fiscal Distress:**

June 11, 2007

### Fiscal Distress Indicators and Additional Concerns:

- \* A projected negative balance of \$4,650,973 for fiscal year end June 30, 2008.
- \* July 1, 2004 annexed Scotland and Alread School Districts.
- \* FY03 to FY06, district has transferred a net of \$2,365,273 Operating funds to the Building fund for construction projects.
- \* March 31, 2007 Building Fund had a negative fund balance of \$309,188.
- \* March 31, 2007 legal balance excluding Categorical and Building funds was \$24,903.

District Profile:	2003-04	2004-05	2005-06	2006-07
Fourth Quarter ADMs	1,146	1,321	1,299	1,286
Assessment	59,325,754	75,405,449	81,450,510	88,000,172
Total Mills	33.00	33.00	33.00	33.00
Total Debt Bond/Non Bond	7,195,915	7,257,946	7,421,023	7,456,528
Per Pupil Expenditures	6,927	8,552	8,618	8,051
Personnel-Non-Fed Certified FTE	93.14	126.96	133.48	123.3
Avg Salary--Non-Fed Cert Clsrm FTE	37,948	38,747	36,329	37,499
Net Legal Bal (Excl Cat & QZAB)	5,359,649	1,830,028	354,338	257,977

### District Actions

The Clinton School District has included the following objectives in their Fiscal Distress Improvement Plan:

#### **2007-08**

- \* Implemented state minimum salary schedule.
- \* Adopted a revised Reduction in Force (RIF) policy.
- \* Reduced certified personnel by 13.5 FTE's.
- \* Reduced classified personnel by 8.5 positions.
- \* No new building projects.
- \* Increased the property insurance deductible to reduce premium.
- \* Proposed 5.9 millage increase and debt restructuring in 2007 September election; Millage failed.
- \* Eliminated one (1) bus route.
- \* Increased paid meal prices in food service.
- \* Activity events will reimburse district for cost of fuel and driver (i.e., athletics, band).
- \* Discontinued paying student supplemental insurance.
- \* Limited purchasing.
- \* Monitoring the use of substitutes.

#### **2008-09**

- \* Reduce certified personnel by six (6) FTE's.
- \* Continue to monitor operational spending.

## Helena-West Helena School District

### Classified in Fiscal Distress:

April 11, 2005

#### Fiscal Distress Indicators and Additional Concerns:

- \* A projected negative balance of \$2,259,921 for fiscal year ending June 30, 2006
- \* The June 30, 2003 Audit reported significant findings.
- \* The District had not substantiated that the findings have been sufficiently addressed or corrected.

<b>District Financial Profile:</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Fourth Quarter ADMs	3,202	3,096	3,025	2,869
Assessment	107,653,508	106,083,408	106,941,869	108,115,569
Total Mills	34.10	34.10	34.10	34.10
Total Debt Bond/Non Bond	10,487,563	10,043,809	9,591,321	9,124,909
Per Pupil Expenditures	8,001	8,075	8,684	9,612
Personnel-Non-Fed Certified FTE	255.50	218.46	253.27	230.51
Avg Salary--Non-Fed Cert Clsrm FTE	38,751	46,205	38,828	44,096
Net Legal Bal (Excl Cat & QZAB)*	1,180,666	4,831,304	5,916,276	5,684,078

#### Background Information

- \* The Department took over the Helena-West Helena School District on September 8, 2005
- \* The Department appointed Mr. Rudy Howard as the Superintendent.

#### District Actions

- \* Contract issues have been rectified. No employee is hired for a certified position that is not licensed and approved by ADE.
- \* Purchasing system has been implemented. Any payments to vendors are prior approved by the Superintendent.
- \* Bidding procedures which comply with state law have been implemented.
- \* District treasurer has been named.
- \* Contracts with consultants require prior justification and approval by Superintendent and ADE.
- \* Newly-elected Local Board participated in ASBA training.
- \* District salary schedule reflects actual pay practices for the district.
- \* District is utilizing the APSCN Fixed Asset module to manage and continually update the district's fixed assets.
- \* All district funds, including activity funds, are currently maintained and expended in APSCN.
- \* District is currently analyzing and revising policies to comply with current laws and rules.
- \* Superintendent has conducted regularly scheduled community meetings to keep public informed.
- \* District has initiated process to ensure that activities approved in the ACSIP Plan are implemented and supported with state and federal resources.
- \* District reduced contract time on several classified positions from 12 months to ten months.
- \* District elected one board member in September election 2007.
- \* Commissioner James reconvened the Helena School Board as of July 1, 2007 on an advisory basis.
- \* ADE provided Board training on financial management during the fall of 2007.
- \* Continue to monitor operational spending.

## Hughes School District

**Classified in Fiscal Distress**

June 12, 2006

### Fiscal Distress Indicator and Additional Concerns:

\* The April 3, 2006 fund balances of \$14,867 could jeopardize the fiscal integrity of the District.

<b>District Financial Profile:</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Fourth Quarter ADMs	721	650	593	531
Assessment	38,882,483	45,039,600	45,574,767	46,256,367
Total Mills	27.40	27.40	27.40	39.40
Total Debt Bond/Non Bond	1,322,970	1,202,720	1,104,543	1,004,137
Per Pupil Expenditures	7,673	9,404	9,809	8,500
Personnel-Non-Fed Certified FTE	58.06	72.56	57.99	41.57
Avg Salary--Non-Fed Cert Clsrm FTE	35,294	32,812	38,450	39,390
Net Legal Bal (Excl Cat & QZAB)*	909,777	461,304	325,548	1,067,135

### District Actions

The Hughes School District has included the following objectives in their Fiscal Distress Improvement Plan:

#### **2006-07**

- \* Approved 12.0 new maintenance and operation mills in the September 2006 election.
- \* Sold 398 acres of land.
- \* Closed the 5th - 6th grade building.
- \* Closed the auditorium building at the high school.
- \* Eliminated certified personnel by four (4) FTE's.
- \* Eliminated classified personnel by seven (7) positions.
- \* Reduced contracted days of four (4) positions.
- \* Did not purchase new textbooks.
- \* Rescinded teacher benefit of tuition and books for additional certification.
- \* Eliminated paying professional dues for administrators, except for the superintendent.
- \* Limited overtime, unless preapproved by the superintendent.
- \* Restricted travel unless mandated by state.
- \* Eliminated awards for students with good test results and good behavior.
- \* Implemented new Purchase Order Procedures requiring Superintendent pre-approval.

#### **2007-08**

- \* Sold three (3) houses.
- \* Eliminated certified personnel by four (4) FTE's.
- \* Eliminated seven (7) classified positions.
- \* Reduced contracted days of four (4) classified positions.
- \* Continue to monitor operational spending.

## Midland School District

### Classified in Fiscal Distress

April 11, 2005

#### Fiscal Distress Indicator and Additional Concerns:

- \* A projected negative balance of \$278,049 for fiscal year ending June 30, 2006.
- \* The District had five outstanding short term non-secured loans totaling \$400,847.
- \* The District borrowed \$157,864 to finish the 2004 - 2005 school year.
- \* The District ended the 2004 - 2005 school year with a negative balance in the Operating Fund of \$190,326.

District Financial Profile:	2003-04	2004-05	2005-06	2006-07
Fourth Quarter ADMs	584	575	561	509
Assessment	22,073,813	23,291,455	24,258,542	25,557,48
Total Mills	30.41	30.41	39.00	39.00
Total Debt Bond/Non Bond	1,695,865	1,683,218	1,509,425	1,723,983
Per Pupil Expenditures	6,440	7,720	6,876	6,608
Personnel-Non-Fed Certified FTE	44.61	52.83	44.03	34.67
Avg Salary--Non-Fed Cert Clsrn FTE	35,056	32,952	41,694	42,099
Net Legal Bal (Excl Cat & QZAB)*	(11,636)	(188,739)	553,972	1,298,202

#### Background Information

- \* The Department took over the Midland School District on January 13, 2006.
- \* The Department hired a Superintendent for the 2006 - 07 year.
- \* The District patrons raised approximately \$400,000 to retire the outstanding non-secured short term debt.
- \* The State Board requested the Department maintain administrative control of the District.

#### District Actions

The Midland School District has included the following objectives in their Fiscal Distress Improvement Plan:

##### 2006-2007

- \* Approved a 8.59 mill increase in the September 2005 election.
- \* Implemented RIF policy.
- \* Reduced certified personnel by six (6) positions.
- \* Reduced classified personnel by three (3) positions.
- \* Eliminated substitute pay for bus drivers.
- \* Enforced existing purchase order policy.
- \* Reduced transportation expenses by eliminating one bus route.
- \* Reduced substitute teacher expenditures.
- \* Reduced custodial supply expenditures.
- \* Reduced electrical utility cost.
- \* Increased food service revenue by increasing meal prices.

##### 2007-08

- \* Reduced classified personnel by two (2) positions.
- \* Reduced certified personnel by six (6) positions.
- \* Eliminated one bus route.
- \* District elected a new board in September 2007.
- \* ADE provided Board training on financial management during the fall of 2007.
- \* Sold used school buses and other equipment.
- \* Purchased LP gas tanks eliminating change over and testing costs.
- \* Negotiated 61.50 acre gas lease.
- \* Reduced secretarial contract by hiring less experienced personnel.
- \* Continue to monitor operational spending.

## Omaha School District

### Classified in Fiscal Distress

June 12, 2006

#### Fiscal Distress Indicator and Additional Concerns:

- \* The March 31, 2006 operating balance of \$97,477 combined with the teacher salary fund balance of \$(133,233) could jeopardize the fiscal integrity of the District.
- \* The March 31, 2006 operating fund less restricted funds balance of \$25,644 appears insufficient for the operation of the District.

<b>District Financial Profile:</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Fourth Quarter ADMs	405	426	445	465
Assessment	18,898,415	19,942,308	21,519,475	24,339,126
Total Mills	38.10	38.10	38.10	38.10
Total Debt Bond/Non Bond	2,728,244	3,592,845	3,422,028	3,673,172
Per Pupil Expenditures	7,465	8,434	8,201	7,914
Personnel-Non-Fed Certified FTE	42.98	40.75	43.55	42.98
Avg Salary--Non-Fed Cert Clsrm FTE	28,268	34,232	34,113	34,080
Net Legal Bal (Excl Cat & QZAB)*	87,702	264,625	177,132	244,203

#### Omaha District Actions

The District has included the following objectives in their Fiscal Distress Improvement Plan:

##### **2006-07**

- \* Eliminated Staff Development Coordinator position.
- \* Eliminated Special Education position.
- \* Eliminated a Custodial position.
- \* Reduced salary costs by hiring less experienced certified and classified personnel.
- \* Reduced one contract from 240 days to 190 days.
- \* Eliminated dental insurance benefit for employees.
- \* Realigned federal funds to support district programs.
- \* Reduced utility expenditures by monitoring building energy usage.
- \* Established competitive bidding procedures for commodities.
- \* Required athletic and extracurricular activities to pay transportation costs.

##### **2007-08**

- \* Eliminated Medical Professions position.
- \* Utilized distance learning for Spanish courses.
- \* Reduced classified contract from 240 days to 140 days.
- \* Replaced six (6) certified positions with less experienced personnel.
- \* Utilized NSLA funds more efficiently.
- \* Continue to monitor operational spending.

## Turrell School District

**Classified in Fiscal Distress**

June 12, 2006

### Fiscal Distress Indicators and Additional Concerns:

- \* The District was projected to have a \$(206,545) balance for the 2007 fiscal year.
- \* The March 31, 2006 operating balance was a \$(122,690).
- \* The March 31, 2006 fund balances for SOF 1000, 2000, 2008, and 4000 were \$(26,509).
- \* The District's bank account was not reconciled in a timely manner.
- \* The increase in State Foundation Funding will not significantly improve the District's balances due to the increase in the minimum teacher salary schedule.

<b>District Financial Profile:</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
Fourth Quarter ADMs	389	365	385	317
Assessment	12,331,959	11,969,134	12,597,840	13,030,070
Total Mills	39.00	39.00	39.00	39.00
Total Debt Bond/Non Bond	3,169,220	3,361,821	3,290,296	3,107,529
Per Pupil Expenditures	7,613	8,634	8,395	10,897
Personnel-Non-Fed Certified FTE	38.49	31.70	29.77	37.08
Avg Salary--Non-Fed Cert Clsrm FTE	26,999	37,563	41,627	38,005
Net Legal Bal (Excl Cat & QZAB)*	151,065	81,924	691,113	329,912

### District Actions

The Turrell School District has included the following objectives in their Fiscal Distress Improvement Plan:

#### **2006-07**

- \* Eliminated classified personnel by one (1) position.
- \* Reduced health benefits.
- \* Replaced two (2) classified positions with less experienced personnel.
- \* Eliminated one bus route.
- \* Implemented requisition and purchase order system.
- \* Eliminated National School Board Association fees/membership.
- \* Eliminated need for short term debt.

#### **2007- 08**

- \* Reduced certified personnel by one (1) FTE.
- \* Eliminated one (1) custodial position.
- \* Eliminated two (2) classified part-time positions.
- \* Reduced janitorial supply cost by ordering items as needed.
- \* Replaced one (1) certified position with less experienced personnel.
- \* Replaced one (1) classified position with less experienced personnel.
- \* Leased school property.
- \* Received Microsoft Refund Voucher for \$16,600.
- \* Reduced substitute cost by utilizing volunteers.
- \* Eliminated one bus route.
- \* Limited use of outside contractors.
- \* Reduced utilities by monitoring building temperatures.
- \* Continue to monitor operational spending.



**ARKANSAS DEPARTMENT OF EDUCATION  
PROPOSED RULES GOVERNING THE REQUIREMENT OF A CRIMINAL  
BACKGROUND CHECK FOR THE EMPLOYMENT OF PERSONNEL IN  
SCHOOL DISTRICTS**

January 2008

**1.00 REGULATORY AUTHORITY**

- 1.01 These rules shall be known as Arkansas Department of Education ~~Regulations~~ Rules Governing the Requirement of Criminal Background Checks for the Employment of Personnel in School Districts and Requirement of Criminal Background Checks for All First-Time Applicants, Each Applicant for His or Her First License Renewal, and the Revocation Procedures for Such Licenses.
- 1.02 These rules are enacted pursuant to the State Board of Education's Authority under Ark. Code Ann. §§ ~~6-11-105, 6-17-105, §6-17-405, § 6-17-410, § 6-17-414 and § 6-17-421~~ and Act 1573 of 2007.

**2.00 PURPOSE**

- 2.01 It is the purpose of these rules to set forth the requirements for a criminal background check for each first-time applicant for a license issued by the State Board of Education and each applicant for his or her first license renewal on or after July 1, 1997.
- 2.02 It is further the purpose of these rules to prescribe the procedure for revocation of an educational license.
- 2.03 It is further the purpose of these rules to clarify whose criminal background check fees shall be paid by the Department of Education.
- 2.04 It is further the purpose of these rules to clarify that the superintendent shall have the responsibility of reporting licensure violations of teachers to the State Board.
- 2.05 It is further the purpose of these rules to add provisions concerning the requirement of criminal background checks for the employment of noncertified personnel in school districts, and fraudulent acts by fiscal officers of public school districts.

**3.00 DEFINITIONS/ACRONYMS**

For the purposes of these rules and regulations:

- 3.01 ADE: Arkansas Department of Education.

- 3.02 Applicant: An individual that is a first-time applicant for a license issued by the State Board of Education; an individual applying for his or her first license renewal on or after July 1, 1997, and an individual applying for initial employment as a fiscal officer of a school district.
- 3.03 Breach of fiduciary trust: means the wrongful misappropriation by a person of any fund or property, which had lawfully been committed to him or her in a fiduciary character.
- 3.04 Criminal background check: a state and nationwide criminal records check conducted by the Arkansas State Police and the Federal Bureau of Investigation, including the taking of fingerprints.
- 3.05 FBI: Federal Bureau of Investigation.
- 3.06 First-time applicant: initial or first license issued to each applicant by the State Board of Education.
- 3.07 Fiscal Officer: any certified or non-certified employee of a school district or education service cooperative who has any right, duty, or responsibility to access funds of a school district in excess of two hundred dollars (\$200), specifically including, but not limited to, superintendents, fiscal officers and bookkeepers.
- 3.08 Fraud: means all acts, omissions and concealments involving a breach of a legal or equitable duty and resulting in damage to another.
- 3.09 Fraudulent Act: An act involving fraud, or breach of fiduciary trust, which is punishable under the criminal code in the jurisdiction within which the act occurred.
- 3.10 License renewal applicant for purposes of payment by the Department of Education: employees of Arkansas public school districts, employees of other public education institutions located in Arkansas, and employees of the Department of Education for his or her first license renewal on or after July 1, 1997.
- 3.11 Law enforcement officer: a state police officer, a city police officer, a sheriff or a deputy sheriff.
- 3.12 Letter of provisional eligibility: a six-month, non-renewable letter of provisional eligibility for licensure issued by the State Board of Education to a first-time applicant during the period that the criminal background check is being conducted by the Arkansas State Police and the FBI.
- 3.13 OPL: Office of Professional Licensure of the ADE.

3.14 SBE: State Board of Education.

#### **4.00 THE CRIMINAL BACKGROUND CHECK**

- 4.01 Each applicant for an initial license issued by the SBE and each first-time license renewal applicant will submit the following to the Office of Professional Licensure:
  - 4.01.1 Completed application form including program of studies verification (if applicable)
  - 4.01.2 Official transcripts (must bear college seal)
  - 4.01.3 Satisfactory scores of on the Praxis Series Examinations including:
    - 4.01.3.1 Praxis I
    - 4.01.3.2 PPST/Praxis II
    - 4.01.3.3 Principles of Learning and Teaching
    - 4.01.3.4 Specialty area test
  - 4.01.4 Effective July 1, 1996, no application for issuance of a first-time license will be considered without a criminal background check by the Arkansas State Police and the FBI.
  - 4.01.5 Effective July 1, 1997, no application for issuance of a license renewal will be considered without a criminal background check by the Arkansas State Police and the FBI.
  - 4.01.6 Effective April 10, 1997, no applicant for initial employment as a certified employee shall be hired by a school district without a criminal background check by the Arkansas State Police and FBI.
  - 4.01.7 Effective February 6, 2004, the board of directors of a school district shall require an applicant for initial employment as a fiscal officer to have performed a criminal background check by the Arkansas State Police and the FBI, along with other background checks required by these Rules and/or Arkansas law due to the applicant's noncertified or certified employee status.
- 4.02 Each applicant shall complete the State Police fingerprint card in the presence of a law enforcement officer, and shall have the law enforcement officer sign the fingerprint card and give his/her jurisdiction, the date and his/her badge number.

- 4.03 Each applicant must sign a release of information and submit it to the ADE and shall be solely responsible for the payment of any fee associated with the criminal background check to the Arkansas State Police.
- 4.04 The Department of Education shall be responsible to the Department of Arkansas State Police for the payment of any fee associated with the criminal record check of each applicant as defined in Section 3.068 for his or her first license renewal after July 1, 1997.
- 4.05 Upon completion of the criminal background check, the Identification Bureau of the Arkansas State Police shall forward all information obtained concerning the applicant in the commission of any offense listed in Ark. Code Ann. § 6-17-410 (c) or referenced in Ark. Code Ann. § 6-17-410 ~~(e)(2)(A)~~ (d)(1)(A)(v) to the Attorney's Office of the ADE.
- 4.06 The criminal background check conducted by the Arkansas State Police and the FBI shall have been completed no earlier than twelve (12) months prior to the application for an initial license issued by the SBE.
- 4.07 SBE shall be authorized to issue a six-month, non-renewable letter of provisional eligibility for licensure to a first-time applicant pending the results of the criminal records check. This letter of provisional eligibility for licensure shall be issued only to those applicants who meet all other qualifications for licensure by the SBE, and who have submitted the Arkansas State Police background check showing no violations listed in either Ark. Code Ann. § 6-17-410 (c) or referenced in Ark. Code Ann. § 6-17-410(d)(1)(A)(v).
- 4.08 The ~~Director~~ Commissioner of the Department of Education shall be authorized to extend the period of provisional eligibility to the end of the contract year if:
- 4.08.1 The applicant is employed by a local school district; and
- 4.08.2 Results of the criminal records check are delayed.
- 4.09 The letter of provisional eligibility will immediately become invalid upon receipt of information obtained from the criminal background check from the Arkansas State Police and the FBI and other eligibility information indicating that the applicant has pleaded guilty or nolo contendere to, or has been found guilty of, any offense listed in Ark. Code Ann. § 6-17-410(c) or referenced in Ark. Code Ann. § 6-17-410(d)(1)(A)(v).
- 4.10 The ADE will not issue a first-time teaching license nor a license renewal until the criminal background check conducted by the Arkansas State Police and the FBI has been completed.

- 4.11 The ADE shall promptly inform the board of directors of the local school district whether or not the affected employment applicant for a fiscal officer position is eligible for employment.
- 4.12 In addition to any ineligibility for employment due to the results of criminal background checks required due to the applicant's certified or non-certified employee status, no person shall be eligible for employment as a fiscal officer by a local school district if the results of the criminal records check released to the ADE by the applicant reveals that the applicant has pleaded guilty or nolo contendere to, or has been found guilty of, a fraudulent act, only after an opportunity for a hearing before the SBE upon reasonable notice in writing.
- 4.13 The board of directors of a local school district is authorized to offer provisional employment to an affected applicant for employment as a fiscal officer pending receipt of eligibility information from the ADE.

## **5.00 REQUEST FOR WAIVER**

- 5.01 A request to waive the provisions of ~~either Ark. Code Ann. § 6-17-410(c) or Ark. Code Ann. § 6-17-414(b)(1)~~ can be made to the SBE. A request for waiver of provisions of the aforementioned statutes may be made by:
  - 5.01.1 the board of a local school district,
  - 5.01.2 the affected applicant for licensure (Ark. Code Ann. § 6-17-410(c)) ~~or employment (Ark. Code Ann. § 6-17-414(b)(1))~~, or
  - 5.01.3 the person holding a license subject to revocation (Ark. Code Ann. § 6-17-410 (c)(1) ~~only~~).
- 5.02 The request must be made in writing to the ~~Coordinator of OPL or designee~~ ADE's Attorney's Office within ~~twenty (20)~~ thirty (30) calendar days after notification of denial of a license. The request for a waiver shall include, but not be limited to, the following:
  - 5.02.1 a ~~certified~~ copy of court records indicating ~~grounds for a plea of guilty or nolo contendere or a conviction~~,
  - 5.02.2 any other pertinent documentation to indicate surrounding circumstances.
- 5.03 If an individual notifies ADE in writing that he/she desires a hearing, the SBE will hold a hearing.

- 5.04 If the individual does not notify the ADE that he/she desires a hearing, the SBE will not hold a hearing and may take action based upon proof submitted by ~~OPL~~ the ADE's Attorney's Office.
- 5.05 Circumstances for which a waiver may be granted shall include, but not be limited to, the following:
- 5.05.1 The age at which the crime was committed.
  - 5.05.2 The circumstances surrounding the crime.
  - 5.05.3 The length of time since the crime.
  - 5.05.4 Subsequent work history.
  - 5.05.5 Employment references.
  - 5.05.6 Character references; and
  - 5.05.7 Other evidence demonstrating that the applicant does not pose a threat to the health or safety of school children or school personnel.
- 5.06 ~~For individuals~~ Individuals falling under the provisions of Ark. Code Ann. § 6-17-414, ~~are not entitled to request a waiver~~ no waiver shall be granted if the SBE determines that the offense was a violent, physical, or sexual offense.

## **6.00 SCHOOL DISTRICT RESPONSIBILITIES**

- 6.01 The superintendent of each school district shall report to the SBE through the Coordinator of OPL or ~~designee~~ the ADE's Attorney's Office the name of any ~~person holding a license issued by the SBE and~~ certified or classified personnel currently employed, or employed during the two (2) previous school years, by the local district who has pleaded guilty, nolo contendere, or has been found guilty of ~~a felony~~ any offense listed in Ark. Code Ann. §§ 6-17-410(c) or 6-17-414(b), who holds ~~such a~~ a license obtained by fraudulent means, who has had a similar license revoked in another state, who has intentionally compromised the validity or security of any student test or testing program administered or required by the ADE, or has submitted falsified information requested or required by the ADE.
- 6.02 The superintendent of each school district shall report to the SBE the name of any fiscal officer who is currently employed or who was employed during the two (2) previous years by the local school district

who has pleaded guilty or nolo contendere to, or has been found guilty of, a fraudulent act.

- 6.023 The superintendent with knowledge shall report, in writing to the SBE through the Coordinator of OPL or ~~designee~~ the ADE's Attorney's Office, any information contained in Section 6.01. The complaint does not have to be made in any specific form, but it should contain enough information about the person holding a license issued by the SBE to warrant starting an investigation.
- 6.04 Failure of a superintendent to report a violation by certified mail within five (5) calendar days of knowledge, as listed in Section 6.01 may result in sanctions imposed by the SBE, including but not limited to loss of accreditation.

## **7.00 LICENSE REVOCATION PROCEDURES**

- 7.01 A complaint is filed with OPL or the ADE's Attorney's Office, or the ADE receives information from the criminal background check and any other eligibility information reflecting that the individual pled guilty, nolo contendere, or has been found guilty of an offense or offenses listed in Ark. Code Ann. § 6-17-410 (c) or is referenced in Ark. Code Ann. § 6-17-410~~(e)(2)(A)~~ (d)(1)(A)(v).
- 7.02 ~~OPL~~ The ADE's Attorney's Office investigates the complaint and determines whether the individual's educational license must or may be revoked.
- 7.03 If ~~OPL~~ the ADE's Attorney's Office determines revocation of a license is appropriate, OPL or the ADE's Attorney's Office notifies the individual who has plead guilty, nolo contendere, or been found guilty of the offense(s) listed in Ark. Code Ann. § 6-17-410 in writing by certified mail of the date, time and location that the SBE will consider revocation. The letter shall also provide the individual reasonable notice of the cause to be considered.
- 7.04 If the individual notifies ADE in writing ~~no less than~~ within thirty (30) days after notice of the cause is received by the individual that he/she desires a hearing, the SBE will hold a hearing.
- 7.05 If the individual does not notify the ADE that he/she desires a hearing within the time frame stated in Section 7.04, the SBE will not hold a hearing and may take action based upon proof submitted by the ADE.

## **8.00 CURRENTLY EMPLOYED FISCAL OFFICERS AND APPLICANTS**

- 8.01 (i) A fiscal officer that pleads guilty or nolo contendere to, or has been found guilty of, a fraudulent act, shall be dismissed from employment with the school district, but only after an opportunity for a hearing before the SBE upon reasonable notice in writing.
- (ii) The SBE, after conducting a hearing, shall determine either:
- (a) that the applicant is eligible for employment and that the applicant should be denied employment and/or a license that the applicant's employment and licensure status should be terminated should be prevented or that the termination of employment of the currently employed fiscal officer should be required, or
  - (b) that the applicant is eligible for employment and/or a license or that the applicant's employment and licensure status should not be terminated.
- 8.02 The SBE shall be entitled to consider:
- 8.02.1 The age of the fiscal officer at the time the criminal act occurred;
  - 8.02.2 The length of time since the conviction;
  - 8.02.3 Whether the fiscal officer has pleaded guilty, nolo contendere, or has been found guilty of any other criminal violation since the original conviction;
  - 8.02.4 Whether the original conviction was expunged or pardoned; and
  - 8.02.5 Any other relevant facts.
- 8.03 After making its decision, the SBE shall reduce its decision to writing and shall mail copies of the decision to the fiscal officer applicant or currently employed fiscal officer and the Superintendent of the affected school district.



ARKANSAS DEPARTMENT OF EDUCATION  
PROPOSED RULES GOVERNING CRIMINAL BACKGROUND CHECKS  
FOR SUBSTITUTE TEACHERS

1.00 AUTHORITY

- 1.01 The Arkansas State Board of Education's authority for promulgating these rules is pursuant to Ark. Code Ann. § 6-11-105.
- 1.02 These rules shall be known as the Arkansas Department of Education Rules Governing Criminal Background Checks for Substitute Teachers.

2.00 DEFINITIONS

For the purpose of these rules, the following terms shall mean as follows:

- 2.01 "Applicant" means an individual who is being considered for employment as a substitute teacher by a local school district.
- 2.02 "Initial employment" means the first time that an applicant has been considered for employment by a local school district.
- 2.03 "Non-licensed staff position" means a position with a local school district which does not require the holder of the position to possess an Arkansas teacher's license pursuant to Ark. Code Ann. § 6-17-401 *et seq.*
- 2.04 "Non-continuous employment" means consideration for employment as a substitute teacher in a local school district by an applicant who has been previously employed by the same local school district in a non-licensed staff position.
- 2.05 "Substitute teacher" means an individual who does not hold an Arkansas teacher's license who is employed by a local school district to provide classroom teaching services on an occasional or temporary basis.

3.00 CRIMINAL BACKGROUND CHECKS FOR SUBSTITUTE TEACHERS

- 3.01 The board of directors of a local school district or an education service cooperative shall require, as a condition for initial employment or non-continuous employment as a substitute teacher, that an individual apply to the Identification Bureau of the Arkansas State Police for statewide and national criminal records checks.

- 3.02 The Identification Bureau of the Arkansas State Police shall forward the information necessary for the processing of the nationwide criminal records check to the Federal Bureau of Investigation for the completion of the criminal records check.
- 3.03 The applicant shall sign a release of information permitting the completed statewide and nationwide criminal records checks to be submitted to the Arkansas Department of Education.
- 3.04 Upon completion of the criminal records check, the Identification Bureau of the Arkansas State Police shall forward all releaseable information obtained concerning the applicant to the Department of Education.
- 3.05 The Department of Education shall promptly inform the board of directors of the local school district or education service cooperative whether or not the applicant is eligible for employment pursuant to Ark. Code Ann. § 6-17-414(b).
- 3.06 No non-licensed applicant shall be eligible for employment as a substitute teacher by a local school district or education service cooperative if the applicant has pleaded guilty or *nolo contendere* to or has been found guilty of any offense listed under Ark. Code Ann. § 6-17-414(b) by any court in the State of Arkansas or of any similar offense by a court in another state or of any similar offense by a federal court.
- 3.07 The board of directors of a local school district or education service cooperative may offer provisional employment to a substitute teacher pending receipt of eligibility information from the Department of Education.
- 3.08 Any information received by the Department of Education from the Identification Bureau of the Arkansas State Police pursuant to this section shall not be available for examination except by the affected applicant for employment or his or her duly authorized representative, and no record, file or document shall be removed from the custody of the Department of Education.
  - 3.08.1 Any information made available to the affected applicant for employment shall be information pertaining to that applicant only.
- 4.00 NON-LICENSED SUBSTITUTE TEACHERS WORKING FOR MORE THAN ONE (1) SCHOOL DISTRICT
  - 4.01 Any non-licensed individual who has successfully completed the statewide and nationwide criminal records checks referenced in Section 3.00 of these rules, and who is employed as a substitute teacher for a local school

district for a given school year, may also be concurrently employed by one (1) or more other local school districts during the same school year without the necessity of completing another statewide and nationwide criminal records check.

- 4.02 Local school districts who wish to hire an applicant covered under Section 4.01 of these rules may, upon verifying that the applicant is employed as a substitute teacher for a local school district, contact the Department of Education's Office of Professional Licensure to ascertain the applicant's eligibility for employment.
- 4.03 Under no circumstances shall the Department of Education release information received from the Identification Bureau of the Arkansas State Police on any applicant to any local school district.